The Signalman's Journal

Volume 77, Number 1 *February 1996*

IN THIS ISSUE: *National Negotiations - Page 11*
General Chairmen's Meeting - Page 12
UTU Reaches Tentative Agreement - Page 15
Sweeney Urges Return To Social Compact - Page 24

News Digest

Railroads Gave $52,500 To Key Lawmakers

Railroads contributed at least $52,500 to key members of the House Transportation and Infrastructure Committee in the first half of 1995, according to records filed by the House members' campaigns with the Federal Election Commission.Transportation and Infrastructure Committee members Bud Shuster (R-PA) and Susan Molinari (R-PA) received contributions totalling $52,500 from railroads as the committee began the process of eliminating the Interstate Commerce Commission and privatizing Amtrak.

Union Pacific Corporation was the largest railroad contributor through June 30. The non-partisan Center for Responsive Politics reported that UP was the fifth largest contributor to congressional campaigns in 1994, contributing a total of $636,803. Since 1990, UP has contributed more than any other railroad to members of Congress according to the Center.

The $52,500 in corporate campaign contributions do not reflect any individual campaign contributions made to any Congressional candidate. For example, a related article in the July 3 issue of *Traffic World* magazine indicated that the following individuals contributed $100,000 each to Senator Bob Dole's Better America Foundation: Philip Anschutz of Southern Pacific, Robert Krebs of Santa Fe, and John Snow of CSXT.

Decatur Workers Ratify Contract

After two-and-a-half years of bitter struggle and courageous sacrifice, locked-out members of the Paperworkers returned to work at A.E. Staley after ratifying a new contract. Although the 46-month pact was not recommended by either the bargaining committee or the UPIU, members of Local 7837 in Decatur, Illinois voted 56 percent to 44 percent to accept it.

"I'm proud of the fight that this local union has waged," said UPIU Vice President Glenn B. Goss, who headed the union's bargaining over the last several months.The new agreement contains several changes that removed "some of the sharp edges" from the proposal rejected by the union in July, said bargaining committee chairman Allain Ferris.

$120,000 Reward Offered In Probe Of Rail Sabotage

The United Transportation Workers Union and the United Transportation Union in conjunction with Amtrak are offering a $50,000 reward for information leading to the arrest of the person or persons responsible for the recent deliberate derailment of an Amtrak train in Arizona. Another $70,000 is being offered by the Department of Justice, State of Arizona and the citizens of Maricopa County, where the derailment occurred.

One person was killed and 78 were injured when an Amtrak train plunged off a 30-foot high bridge southwest of Phoenix.

"We feel it is imperative that all rail labor organizations stand together for the mutual protection of our members and the public," UTU President Charles L. Little said.

The Federal Bureau of Investigation has set up a toll-free number (1-800-905-1514) for anyone with information about the case to call.

'Shy Bladder' Regulations Sought By TTD

The AFL-CIO's Transportation Trades Department (TTD) is asking the Department of Transportation to include adequate provisions regarding the so-called "shy bladder" condition in its rules governing alcohol and drug testing procedures.

The TTD supports a four hour period in which to give a urine sample and an increase in the amount of liquid given from 24 ounces to 40.

The TTD also wants more detailed guidelines on both physician qualifications, as well as the type of exam and medical test performed in determining whether there is a medical reason for an employee's inability to provide an adequate specimen.

The TTD also requested regulations on the relationship between medical review officers and the testing laboratory and fairer follow-up procedures.

The Signalman's Journal

Official Publication of the Brotherhood of Railroad Signalmen

Volume 77, Number 1 **February 1996**

DIRECTORY

NATIONAL HEADQUARTERS:
601 West Golf Road, Box U
Mount Prospect, IL 60056-9048
(847) 439-3732 Fax: (847) 439-3743

W.D. Pickett, President
R. R. Foley, Secretary-Treasurer
C. A. McGraw, Vice President - National Railroad Adjustment Board
J. P. Finn, Vice President - Grand Lodge
J. L. Mattingly, Director of Research
T. J. DePaepe, Grand Lodge Representative & Publications Editor

W. A. Radziewicz, Vice President—Northeast
D. M. Boston, National Legislative Rep.
400 North Capitol St. N.W., Suite 860
Washington, D.C. 20001 (202) 628-5935

F.E. Mason, Vice President—Southeast
571 North Highway 16
Denver, NC 28037 (704) 483-1655

J.L. Barton, Vice President—Midwest
Box U, Mount Prospect, IL 60056-9048
(847) 439-3732

V. Van Artsdalen, Vice President—West
607 10th Street, Suite 102
Golden, CO 80401 (303) 278-0507

BOARD OF TRUSTEES:
C.R. Vaught, Chairman
420 Coldstream Dr., P.O. Box 1548
Danville, KY 40422 (606) 236-4840

G.E. Jones, Secretary
P.O. Box 610
Spanish Fork, UT 84660 (801) 798-8368

W.R. Saar Jr., Member
36 Newport Road
Island Park, NY 11558 (516) 897-2674

OFFICERS EMERITUS:
R.T. Bates, President Emeritus
32 Calle Frambuesa
Green Valley, AZ 85614

W.D. Best, Secretary-Treasurer Emeritus
642F Burgundy Court
Elk Grove Village, IL 60007

C.J. Chamberlain, President Emeritus
740 Saint Andrews Lane #33
Crystal Lake, IL 60014

Features:

11. National Negotiations
12. General Chairmen's Meeting
14. Richard Durbin Addresses General Chairmen
15. UTU Reaches Tentative Agreement
16. Minimum Wage Fights In The States
19. History Of The BRS
23. Don't Buy List
24. Sweeney Urges Return To Social Compact

Departments:

4. Letters To The Editor
5. President's Column
6. Photo Contest
8. SPL Report
20. Railroad Retirement Information
32. Obituaries
36. Signalman's Store
37. FELA Directory
38. Benefits Directory

Cover: Local 123 Radio Repairman D.W. Meek repairs a DARS communication dish while the locomotive is in the train shed at Grand Rapids, Michigan.

The Signalman's Journal (ISSN-0037-5020) is published bimonthly (February, April, June, August, October, December) by the Brotherhood of Railroad Signalmen, 601 West Golf Road, Box U, Mount Prospect, IL 60056-9048. Second class postage paid at Mount Prospect, IL.
POSTMASTER: Send address changes to: The Signalman's Journal, The Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

Subscription Rates: $10.00 per year, sold only in the United States and Canada. Single copy price is $2.00.

Letters To The Editor

Dear Editor:

Recently a conflict arose with my supervisor concerning application of the Hours of Service. I hope you can answer my question.

My position has a Monday-Friday work week, 7 a.m. through 3 p.m. with 20 minutes paid lunch.

Recently, I was instructed to report for duty at 2 a.m. on Monday. I worked continuously, except for incidental meal periods, until 2 p.m. Monday afternoon. When I submitted my time sheet I included five hours at the overtime rate and eight hours at the straight time rate. I filed my Hours of Service report indicating 12 hours of work. My supervisor returned my time sheet stating I was not entitled to the eight full hours of straight time inasmuch as I did not work the additional hours from 2 p.m. until 3 p.m. Further, he stated that if I insisted on submitting the time report for the full eight hours at straight time (my regular shift) I would have to do so on my Hours of Service log and would, therefore, be in violation of the 12 hour law. What is correct?

Name withheld upon request

Editor's Response:

There are two issues here – one is an agreement interpretation, the second concerns Hours of Service requirements.

On the agreement question, it is difficult to provide exact answers as there are wide variations on agreement provisions from property-to-property. Questions regarding agreement provisions should be directed to your local representatives or General Chairman.

On properties signatory to the national agreement, or on properties which have accepted some national provisions, certain rules apply for compensation when employees are prevented from completing a full tour of duty due to Hours of Service restrictions.

The National Agreement provides, in part:

> *"...any employee who is required by the Carrier to perform service outside of his regularly assigned hours and because of such service is unable to work some or all of his regularly assigned hours...will be compensated for his regularly assigned hours at the straight-time rate." Master National Agreement, Section 2, A-1-76 (II)*

Accordingly, assuming the national agreement applies, you are entitled to pay for the full eight hours of your assignment.

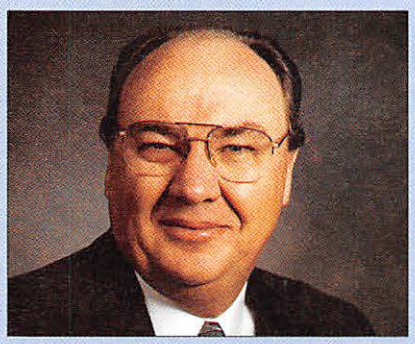
On the Hours of Service question, it is important to note that compensation rules under an agreement and Hours of Service requirements are distinct issues. Most carriers have rules which instruct an employee to notify their superiors when they are near expiration of their 12 hours of service. However, in respect to the Hours of Service Act, it is the carrier's responsibility to ensure employees do not exceed the covered service work limitations.

The addition of an hour on your Hours of Service log would be improper inasmuch as covered service was not performed, nor would the addition of that one hour reflect any special provisions of the Act.

Letters appearing in this column do not necessarily represent official BRS position or policy. Parties wishing to write the Editor should address their letters to:

The Signalman's Journal
Box U
Mt. Prospect, IL 60056

The Signalman's Journal reserves the right to edit letters for clarity, punctuation and length. All letters must be signed; however, names will be withheld from publication upon request.



United We Stand

PRESIDENT'S COLUMN

As I travel throughout the United States attending Local and General Committee meetings, national negotiations and AFL-CIO functions, I am reminded how important it is that we remain united at all levels in order for organized labor to flourish.

The strength of organized labor begins at the Local level. When a person is hired for a job, in all likelihood they have never been a member of a labor organization and the experience is new to them. It is every member's job at the local level to explain to the new employee how the union works and how previous union members banded together in order to achieve the benefits that are in place today. The new union member needs to attend Local Lodge meetings in order to see that while there may be differences of opinion in the day-to-day operation of the Local, the Local functions with a unified front in order to best represent the members' interests.

It is these same interests that are represented at the General Committee level. A General Committee is comprised of Local Chairmen who each have a single vote in matters concerning the General Committee, regardless of the size of the individual Local. By pooling their resources together at the General Committee level, the Locals become a formidable foe when dealing with their adversaries.

The teamwork established in a General Committee becomes an outgrowth that is essential at the international level when representing the membership. Even though each international union serves a separate Section 6 notice to the railroads in national negotiations, it is of the utmost importance that the unions work as a team so as not to undermine another union's bargaining position.

The same is true during the discussions of rail mergers. The position of the individual international union, either for or against a merger is immaterial; the important point is that when a decision is made the rail unions present a united front. It is through that unity that rail labor can prevail.

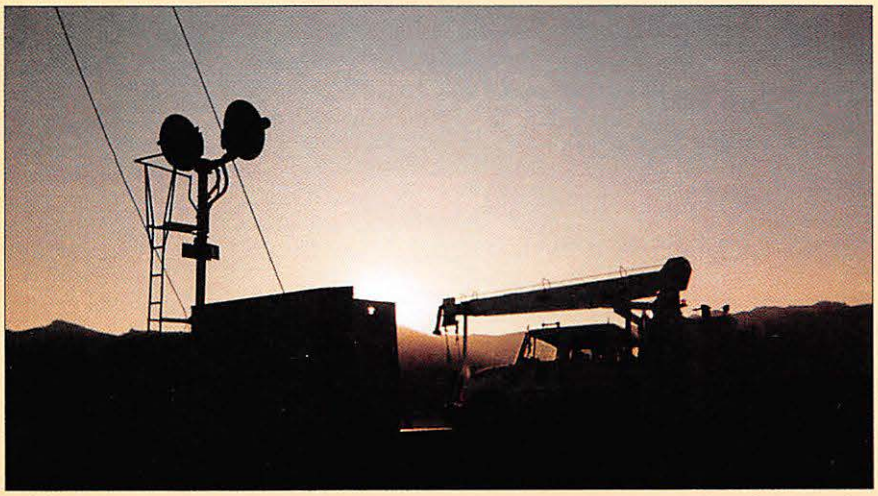
That encompassing sense of unity can also be found in the AFL-CIO. As every organized labor union joins hands we form an unbreakable chain against those that oppose us.

The political climate in Washington currently shows that some elected officials are intent on reducing workers' compensation, repealing FELA, scuttling occupational safety laws, gutting the National Labor Relations Board, repealing the Davis-Bacon Act and opposing all legislation favorable to working men and women. In order for the working men and women of organized labor to change the direction of the political winds in Washington and persevere against the forces that seek to undermine our rights, we must maintain our unity from the ground level of every railroad, factory, and bus station up to the office of the President of the AFL-CIO.

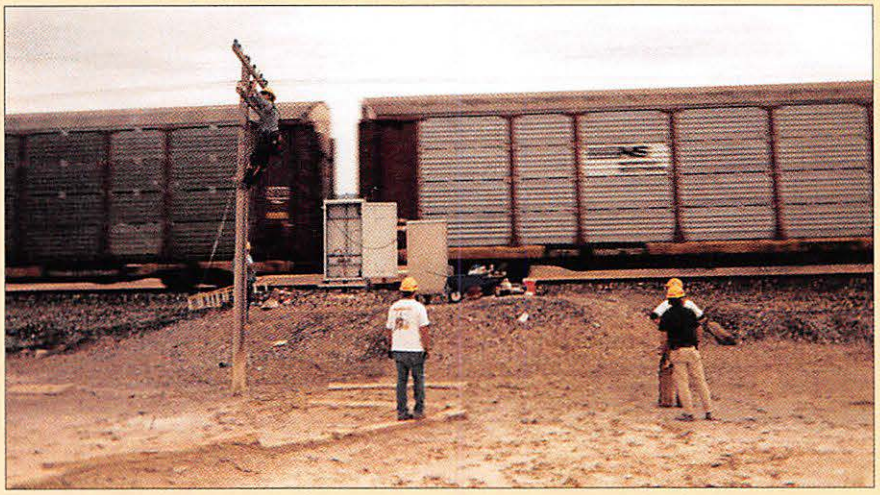
We must remember that an affront to even **one** of our Brothers or Sisters is an affront to all of us. Because of the unified effort of every unionized working man and woman we will continue to prevail.

W. Dan Pickett

1996 Photo Contest Entries

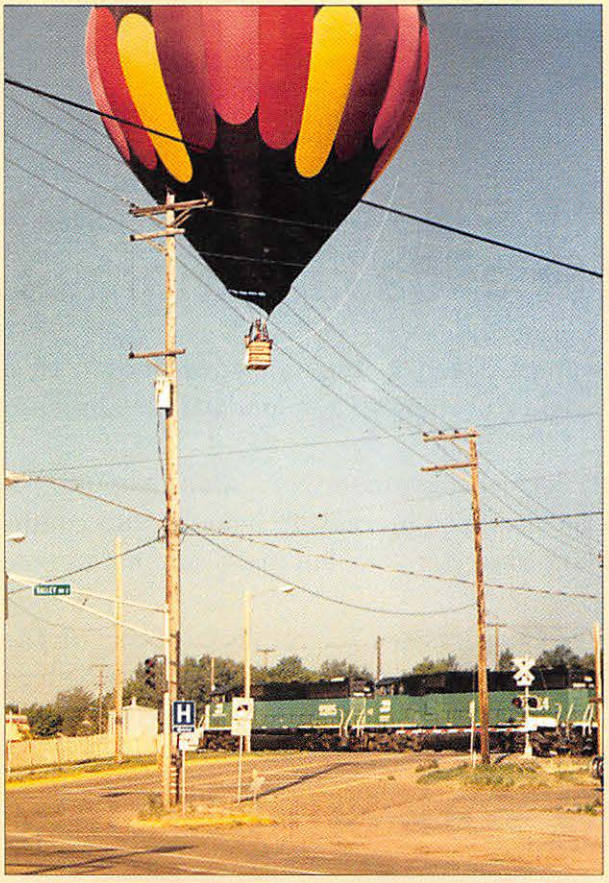


*"Work Day At Dawn." Union Pacific Signal Gang 7603 awaits the first light of dawn in order to begin their work day in Gerlach, Nevada. Photo submitted by **J.T. Miller**, Local 229.*



*Union Pacific Signal Gang 7603 Signalmen cut over new battery installation cables in the Black Rock Desert. Photo submitted by **J.T. Miller**, Local 229.*

*CTC Maintainer F.J. Chesner works on crossing bell at Santa Fe Drive in Denver, Colorado while Assistant Signalman F.H. Barrow changes out flasher lens. Photo submitted by **F.J. Chesner**, Local 119.*



*(above) As a westbound freight enters Leighton Blvd. crossing on the Burlington Northern Railroad, a hot air balloon passes by overhead. Photo submitted by **J.N. Hubbard**, Local 87.*

*(Below) A Burlington Northern Santa Fe coal train passes the "Buck undercutter" in Casselton, North Dakota. Photo submitted by **D.R. Jackson**, Local 154.*

*Burlington Northern Santa Fe Signal Gang crew men check bond wires as the "Buck undercutter" removes dirty ballast in Casselton, North Dakota. Photo submitted by **D.R. Jackson**, Local 154.*

SPL Report:

Pro-Labor Politicians: Our Friends in Congress

1996 will prove to be an important year in the political arena. Two very important questions to ask a candidate are whether or not he/she supports a worker's right to belong to a union, and the ability to strike as a last resort.

Ask the person you will vote for, as well as yourself, does change mean, **No Union, No Job, No Social Security, and No Railroad Retirement,** or does change mean **increasing benefits and conditions for the working men and women in America**. Make sure you vote, but make sure not to vote for the wolf in sheep's clothing.

As part of an ongoing feature, we are showcasing three Congressmen for you in this issue of *The Signalman's Journal*. We hope that the information will be useful to you in determining who the best candidate is to receive your vote; also, so that you know which candidates share your ideas and goals.

Jerrold L. Nadler (D), New York 8th District

Congressman Nadler is a long time supporter of workers' rights. Representative Nadler aided rail labor when, as a member of the Transportation and Infrastructure Committee, he worked to keep labor protection in the ICC Termination Act.

Congressman Nadler is a resident of Manhattan. He was born in Brooklyn in 1947, spent part of his childhood in New Jersey, where his father was a poultry farmer, and later returned to Brooklyn to attend school.

In 1976, Representative Nadler was elected to the New York State Assembly where he became known as its leading expert in mass transit and its most vocal proponent of the protection of blue collar jobs in manufacturing through the development of port and rail freight infrastructure. He founded and served as the first Chair of the Assembly's Subcommittee on Mass Transit and Rail Freight and later served as Chair of the Ethics Committee, Consumer Affairs and Protection Committee, and Committee on Corporations, Authorities and Commissions.

In the 104th Congress, Representative Nadler serves on the Judiciary Committee and on the Committee on Transportation and Infrastructure. On the former, Mr. Nadler was elected to the Subcommittee on Courts and Intellectual Property and to the Subcommittee on Commercial and Administrative Law. On the Transportation and Infrastructure Committee, Mr. Nadler serves on the Subcommittee on Railroads and on the Subcommittee on Aviation.

Jerrold L. Nadler

Peter A. DeFazio (D), Oregon 4th District

Representative DeFazio was first elected to the U.S. Congress in 1986. He is currently serving in his fifth term.

Congressman DeFazio is a member of the Resources Committee, where he serves as the ranking Democrat on the Water and Power Subcommittee. He is also a member of the Transportation and Infrastructure Committee, where he serves on the Surface Transportation and Aviation Subcommittees.

DeFazio originally worked as a caseworker of former Representative Jim Weaver. He went on to work for Weaver in Washington, D.C. as a legislative assistant for two years and then returned to Eugene, Oregon to be the director of constituent services.

Congressman DeFazio has been a long time supporter of working men and women. As a show of his support for labor, Representative DeFazio recently voted in favor of the Whitfield Amendment. The Whitfield Amendment was critical in order to preserve labor protection for rail employees in the event of a rail merger.

Peter A. DeFazio

James A. Traficant Jr. (D), Ohio 17th District

Congressman Traficant was first elected to Congress in 1984. He is currently serving in his fourth term.

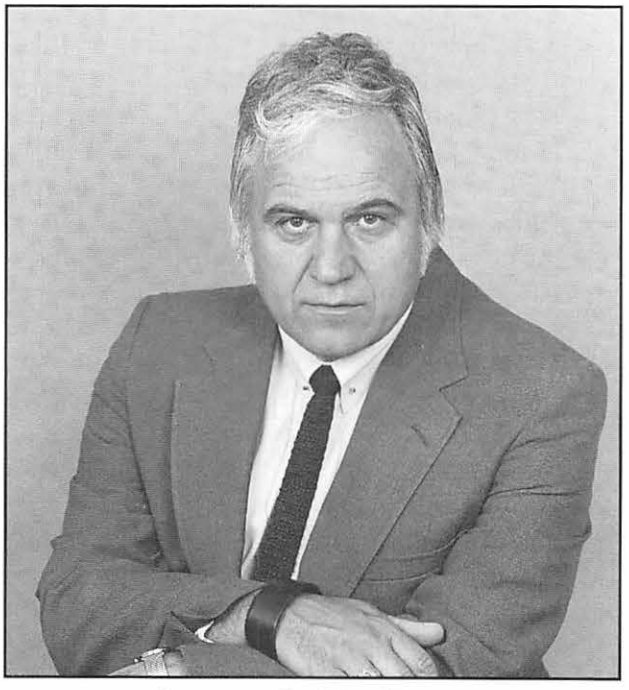
Representative Traficant is a member of the Transportation and Infrastructure Committee, where he is the ranking Democrat on the Subcommittee on Coast Guard and Maritime.

Mr. Traficant served as the director of the Mahoning County (Ohio) Drug Program from 1971 to 1981. In 1980, Mr. Traficant was elected Sheriff to Mahoning County. In addition to aggressive drug enforcement programs, Traficant greatly expanded the number of community crime watch programs in Mahoning and neighboring Trumbull County.

Sheriff Traficant made national headlines by refusing to enact foreclosure orders on the homes of several unemployed workers. He openly defied a court order and spent three days in jail to protest the proceedings and draw attention to the plight of unemployed homeowners.

A long time supporter of American workers, Congressman Traficant has attached "Buy America" provisions to every appropriations bill approved by the House in recent years.

Congressman Traficant previously held the position of Chairman to the Subcommittee on Public Works and Transportation Committee. Representative Traficant has often spoken on behalf of rail issues as well as general labor issues while serving in Congress.



James A. Traficant

The U.S. Senate...The "Last Refuge" Of Common Sense

The U.S. Senate, though by no means perfect, often served during the past year as the "last refuge" of common sense on Capitol Hill.

The Senate repeatedly rebuffed the House of Representatives on key items of Newt Gingrich's "Contract With America" – by, for example, defeating the ill-advised balanced budget amendment and by watering down line-item veto and food safety proposals.

That's the good news.

The bad news is that the new crop of Senate contenders is pledging absolute loyalty to the House GOP program as outlined in the Contract.

And that could make for a very different – i.e., starkly more conservative – Senate, once the dust settles from the upcoming fall elections.

For example:

In Illinois Republican Lt. Governor Bob Kustra has led early polls to succeed retiring Democrat Paul Simon. Kustra supports both Gingrich's "Contract With America" and the Christian Coalition's "Contract With The American Family."

In New Jersey Republican Representative Dick Zimmer, who wants to succeed Bill Bradley as U.S. Senator, supported all but one of the Contract's plans, a vote to expand private property rights.

In Louisiana GOP House Member Billy Tauzin, a complete, 100 percent supporter of the Contract, is the early frontrunner in the race to replace retiring Democratic Senator Bennett Johnston.

In Arkansas Republican Lt. Governor Mike Huckabee, who calls Gingrich's Contract "nothing but good," seeks to replace David Pryor, a Democrat who is retiring.

In Georgia four conservative members of the House are considering a run for retiring Senator Sam Nunn's seat, and all of them support every element of the Contract!

In Minnesota former Republican Senator Rudy Boschwitz, who once cultivated a moderate image, has – in a telling statement about GOP politics in the 1990s – embraced the Contract in his comeback bid and pulled close to even with progressive Democrat incumbent Paul Wellstone.

The thought of a new, zealously conservative Senate allied with the Gingrich-controlled House should send a shiver down any person's spine.

The future of our nation is at stake in the battle for majority control of the U.S. Senate in 1996.

The working men and women in the United States will decide if we have a Senate intent on gutting Medicare and Medicaid... destroying public education... weakening environmental protections ...wiping out women's reproductive rights... diminishing civil rights... weakening workplace safety laws... privatizing Railroad Retirement... removing labor protection in rail mergers and transactions... and balancing the budget on the backs of America's poor and middle class.

OR

If we will have a Senate, led by a Democratic majority, that puts the rights and welfare of all the American people – including the old, the young, the infirm, the poor, women, minorities and working people, – up front. Ahead of railroads and other giant corporations and their monied Washington lobbyists. Ahead of special interest groups.

The 1996 elections are simply too important for each and every BRS member not to be personally involved.

New Area Code

Effective January 20, 1996, a new area code number went into effect for Grand Lodge. The new area code is **847**. Grand Lodge phone and fax numbers are:

Phone: **(847)** 439-3732
Fax: **(847)** 439-3743

National Negotiations: Mediator Will Not Release BRS

At the urging of mediator Maggie Jacobsen, BRS negotiators met with the National Carriers' Conference Committee on December 14 and 21, and January 15, 16, and 26.

No further meetings have been scheduled between the NCCC and BRS negotiators. BRS President Dan Pickett said, "We are willing to meet anytime and any place in order to reach an agreement, but we will not meet with the NCCC if it is their intent to continue to remove items from the negotiating table and reduce their offer every time we meet."

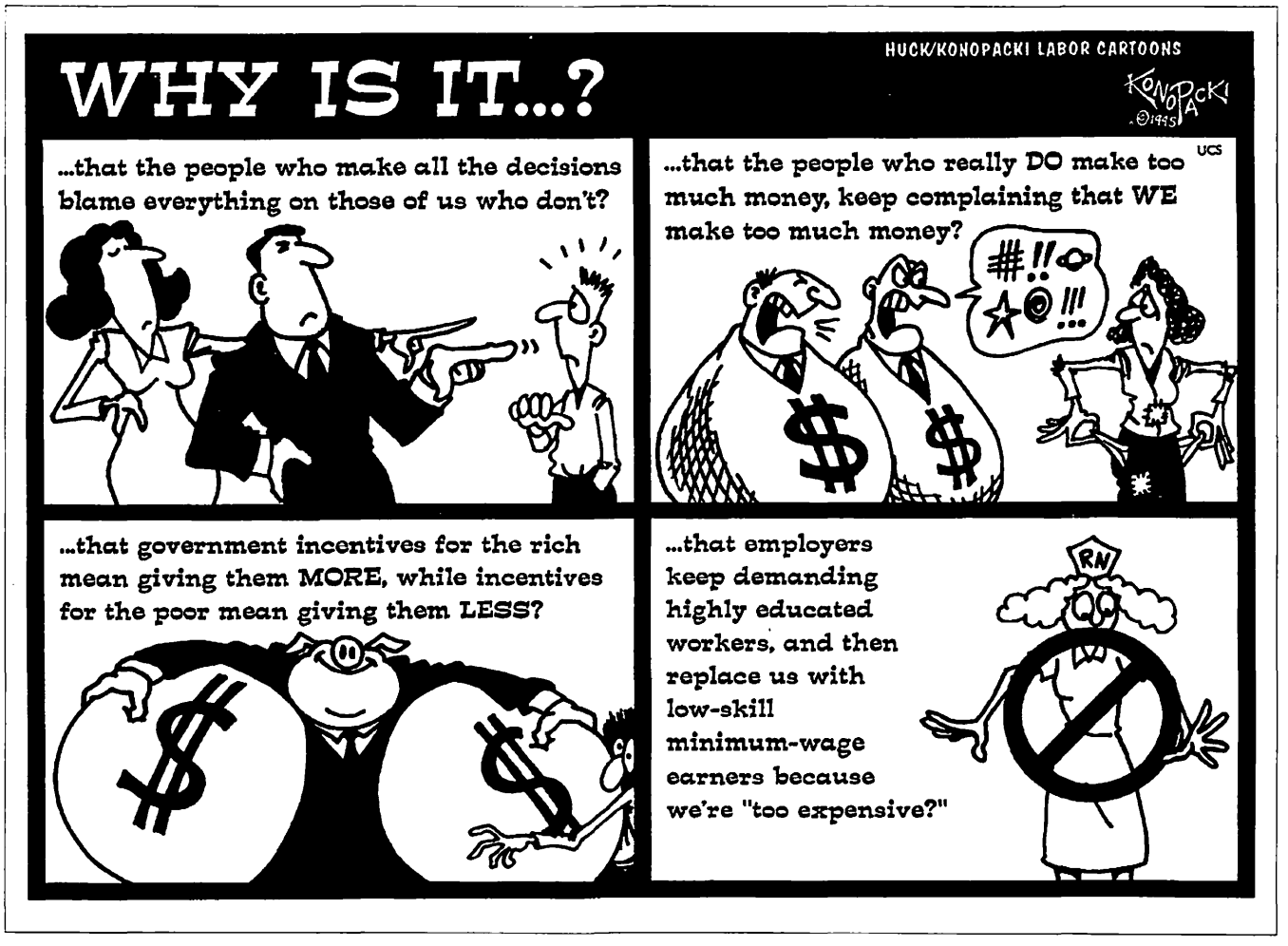
In addition to the BRS, the other members of the rail labor coalition, the International Association of Machinists and Aerospace Workers, the International Brotherhood of Electrical Workers, and the Sheet Metal Workers' International Association, have also stated they are at an impasse and have requested to be released from mediation.

Pickett added, "We have been at an stalemate for five months and we are going to actively pursue being released from mediation."

Conrail Chairman Wins "Let Them Eat Cake" Award

Conrail Chairman David LeVan is the recipient of the Transport Workers Union's 1995 "Let Them Eat Cake" Award. TWU selected LeVan as the winner because he received more than $3.7 million in salary and stock options during a year in which hundreds of Conrail workers were laid off.

TWU President Sonny Hall stated, "The award symbolizes the gaping difference between the royal treatment afforded Conrail executives like LeVan and the royal shaft they give their workers. It is typical of the sickness of mind and spirit that is killing off middle-class America at the altar of corporate greed."

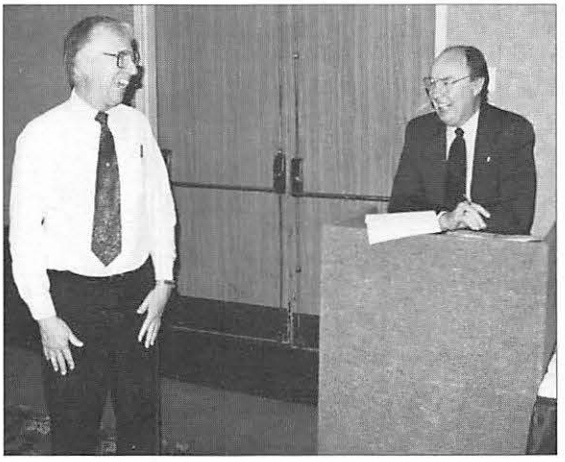

WHY IS IT...?
HUCK/KONOPACKI LABOR CARTOONS
KONOPACKI ©1995
...that the people who make all the decisions blame everything on those of us who don't?
...that the people who really DO make too much money, keep complaining that WE make too much money?
UCS
#!!
@!!!
...that government incentives for the rich mean giving them MORE, while incentives for the poor mean giving them LESS?
...that employers keep demanding highly educated workers, and then replace us with low-skill minimum-wage earners because we're "too expensive?"
RN

General Chairmen's Meeting

Railroad Mergers Dominate 2-Day Session

On December 5 and 6, BRS General Chairmen met in Rosemont, Illinois for their annual meeting.

One of the first matters on the agenda was the status of Grand Lodge finances. President Pickett noted that a reduction in office staff had been implemented, explaining that the office staff had been reduced and there was now one less Grand Lodge Representative. Pickett stated, "With the reduction of staff and other budget cutting measures the organization's finances should enable us to become stronger in order to continue to deliver the service that our membership expects."



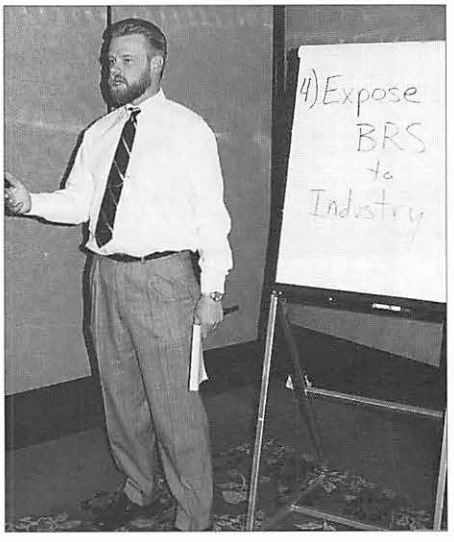
(l-r) E.J. Anousakes, Midwest Gulf General Chairman, and President Dan Pickett share a laugh at the General Chairmen's Meeting.

hold elections every four years. One of the reasons voiced by General Chairmen in favor of the amendment was the savings that would accrue to General Committees by coordinating their election terms with the intervals between Conventions. The General Chairmen voted to support a membership referendum on amending Article III, Section 10 to allow General Committee elections to go to a four year cycle.

(Front row, l-r) R.E. McKenzie, United General Committee General Chairman, and R.W. Minter, Soo Line General Chairman. (Second row) W.R.Saar Jr., Long Island General Chairman. (Third row) J.L. Barton, Vice President

One agenda item that related to saving money was the discussion of a proposed amendment to the BRS Constitution that would allow General Committees to

Another item discussed was the proposed UP/SP merger and the possible effects on the BRS membership. Among the General Chairmen's concerns was the issue of labor protection in the proposed UP/SP merger. William Mahoney, a Washington, D.C. attorney who has represented rail labor in numerous rail merger disputes, outlined the current state of the laws on mergers and told the General Chairmen that in both the UP/SP and BN-ATSF mergers there will be numerous line abandonments. He said that the best line of action would be to fight the UP/SP merger through publications, meetings, and by showing the detrimental effects that the merger will have for the remaining shippers.



Vice President-Midwest, J.L. Barton, addresses the General Chairmen about ways to expand BRS membership.

William Mahoney, a Washington attorney, addressed the General Chairmen on the current state of laws on railroad mergers.

The General Chairmen also discussed the possibility of the BRS merging with another labor organization. President Pickett noted that the Strategic Planning Conference instructed Grand Lodge to continue exploring possibilities on mergers – not to seek them out, but to entertain any talks if approached.

Pickett stated that there had been discussion about merging with other railroad unions, in which the BRS emphasized the goal of strengthening our representation for our membership.

The General Chairmen's agenda also included a presentation by Railroad Retirement Board Labor Member V.M. Speak-man Jr. regarding the legislative efforts to increase unemployment and health benefits for railroad employees.

Director of Research J.L. Mattingly reported on the status of the proposed FRA Roadway Worker Protection regulations. Brother Mattingly reported that some of the railroads have very good procedures and they will not be affected very much; however, those railroads with poor procedures should see considerable change. Mattingly indicated that there may be a delay in the implementation of the Roadway Worker regulations due to the shutdown of the government.

Vice President-NRAB, C.A. McGraw, reported on another membership service that was affected by the government shutdown. He reported that the National Railroad Adjustment Board was essentially shut down in October and November due to the budget impasse in Congress and that cases that were due to be argued had to be rescheduled.

(Front row, l-r) Vice President-Southeast, F.E. Mason, and W.A. Barrows, Norfolk Southern General Chairman. (Second row) C. Cleghorn, B&OCT General Chairman. (Third row) L.E. Cochran, Assistant General Chairman, Burlington Northern General Committee.

Continuing with that same theme, President Pickett addressed the General Chairmen about the November elections. Pickett noted that the alternative to Democratic candidates is the Republican candidates who have a terrible record on labor issues. Pickett stated, "Getting the word out to the membership and getting the vote out is the most important issue. We may not have as much money as the corporate lobbyists but we definitely have more votes."

BRS General Chairmen listen intently as national negotiations are discussed at their annual meeting held in Rosemont, Illinois.

Richard Durbin Addresses General Chairmen

Congressman Richard Durbin (D-IL), who is a candidate for the Illinois Senate seat being vacated by Paul Simon, addressed the General Chairmen at their annual meeting in Rosemont, Illinois. He spoke of how he came from a railroad family employed by the New York Central Railroad. Based on his family roots, when he was elected to Congress he sought to be on the Transportation Committee in the U.S. House.

Congressman Durbin emphasized how Republicans are attempting to gut the laws providing for a safe, productive work place, by their repeated attacks to eliminate OSHA protection, Davis-Bacon, and repeal the Federal Employer's Liability Act. Congressman Durbin stated, "The past efforts of organized labor resulted in creating the world's largest middle class and the present decline of the middle class is paralleling the decline of organized labor."

He said the reduction of America's standard of living has forced middle class Americans to become two-income families worried about making ends meet. Congressman Durbin declared that corporate America must be made to understand that the survival of America rests with it and a new commitment must be set by corporate America to keep this country strong.

Representative Durbin discussed his candidacy to become the next senator from Illinois. Congressman Durbin stated, "This election is about the worker's paycheck. Every voter must look beyond any one single issue and ask themselves how a candidate will affect his job, his benefits and his pocketbook."

Congressman Richard Durbin

CHANGE OF STATUS FORM

Please advise us of any changes. If you move or if the mailing label on this issue of The Signalman's Journal fails to reflect a current address or receiving party, please fill out this form, tape or paste the mailing label in the space provided and mail the form to:

The Brotherhood of Railroad Signalmen
Box U
Mount Prospect IL 60056-9048
Attn. Records Dept.

Name _____

Street or Box No. _____

_____
(City) (State) (Zip Code)

Local No._____ **Cert. No.** _____

Active( ) Retired( ) Non-Member( ) Deceased( )
(Check appropriate member status)

Attach mailing label or write information here:

UTU Reaches Tentative National Agreement With NCCC

UTU President C.L. Little announced that a tentative national agreement had been reached with the National Carriers' Conference Committee. At a meeting held on January 8 and 9 in New Orleans, Louisiana, UTU General Chairmen voted overwhelmingly to send the tentative agreement to the membership for a ratification vote.

The agreement calls for wage increases of 3.5 percent on December 1, 1995, 3.5 percent on July 1, 1997, and 3.5 percent on July 1, 1999. The agreement also calls for three lump sum payments. Upon ratification, a 1 percent payment based on an employee's 1994 compensation will be paid; on July 1, 1996, a 3 percent payment based on an employee's 1995 compensation; and on July 1, 1998, a 3.5 percent payment based on an employee's 1997 compensation.

A nine cents per hour Cost-of-Living Adjustment (COLA) which became effective July 1, 1995 would be rolled into and become part of the basic daily rate effective November 30, 1995 and would be subject to all future general wage increases.

The agreement provides that effective December 31, 1999, a COLA of not less than 4 percent, but not more than 6 percent, would be rolled into and become part of the basic daily rates of pay. The exact amount would be determined in accordance with the existing COLA formula.

Lump sum payments and COLA adjustments through July 1, 2000 would be subject to offsets to reflect the employee's contribution toward any increased cost of health care benefits.

There would be no changes in the existing level of employee and dependent benefits under the National Health and Welfare Plan.

Improvements in the National Dental Plan, which would become effective January 1, 1999, are as follows:

-Increase calendar year maximum benefit from $750 to $1500;
-Increase lifetime orthodontic benefit from $750 to $1500;
-Include sealants as a Type A dental service for dependent children under 14 years of age once in any calendar year;
-Increase Type B dental service covered expenses from 75 percent to 80 percent;
-Include implantology and related services as a covered expense under Type C dental service;
-establish and maintain a toll-free 800 number.

The agreement calls for the establishment of a Managed Care Vision Program to become effective January 1, 1999 which would include benefits for examinations and purchase of lenses and frames.

Vacation provision changes that would become effective January 1, 1997 would be as follows:

-Allow for two split vacation periods and for one week to be taken one day at a time.
-Increase qualifying day requirements to the equivalent of 150 days in yard service and 180 days in road service.

The Agreement also contains language which would change work rules which are applicable only to UTU members.

ENTRY FORM-1996 PHOTO CONTEST
THE SIGNALMAN'S JOURNAL
BOX U
MOUNT PROSPECT, IL 60056-9048

Name _____

Local No. _____

Mailing Address:

Street or Box _____

City_____ **State**___ **Zip**_____

Phone ( ) _____

R.R. Employer _____

Job Title _____

Photo Location _____

Photo Description _____

_____

_____

Minimum Wage Fights In The States

Bay State Coalition Overrides Governor

Despite the efforts of labor advocates and a strong push by President Clinton, legislative proposals to raise the nationwide minimum wage rate have gone nowhere in the GOP Congress. In response to this inaction on the federal level, activists on the state and local level have been leading the charge in the battle to help low wage workers earn a livable wage.

With the federal rate stuck at $4.25 an hour, the biggest victory for state activists came in Massachusetts, where the House and Senate overrode a veto of Governor William Weld (R). Under the new law, the minimum wage rate will rise from the current $4.25 in two 50-cent increments — to $4.75 on January 1, 1996 and $5.25 on January 1, 1997. Supporters of the increase had argued that an annual income based on the current minimum wage would fall below the poverty level and that the additional money paid to minimum wage workers would immediately go back into the economy for the purchase of basic necessities.

"It took a coalition of unions and community groups to get it passed," said Massachusetts AFL-CIO President Joseph Faherty. "When things don't happen in Washington, they must happen in the states." The tally in the House was 127 to 26, while the Senate overrode the Governor in more convincing fashion with a vote of 38 to 1.

Ballot Initiatives

In addition to Massachusetts, a number of other states including Montana, Oregon, California, Arizona and Idaho, are charging ahead on the minimum wage issue through the ballot initiative process. The Montana Committee for an Effective Legislature (MontCEL), a statewide political action committee representing labor unions, environmentalists, elderly citizens, women, Indians and the poor, is gathering signatures for a 1996 ballot initiative to raise their minimum wage rate by $2.00 an hour over four years. The current rate is $4.25 per hour. The increases would come in annual increments of 50 cents beginning January 1, 1997, with subsequent increases tracking the rising cost of living.

"Until all of Montana's workers are paid a living wage for their labor, families will not be secure, our workers cannot thrive and our children cannot look forward to a brighter future," said Gene Fenderson, MontCEL President. A laborers' union leader, he dismissed what he predicted would be the usual arguments of businesses, citing numerous economic studies that raising the minimum wage rate would not result in lost jobs. Two attempts to increase the state's minimum wage rate were defeated in the Republican controlled legislature last year. Backers must gather over 20,000 signatures by June 1996 to qualify for the ballot.

"Until all of Montana's workers are paid a living wage for their labor, families will not be secure, our workers cannot thrive and our children cannot look forward to a brighter future."

-MontCEL President Gene Fenderson

"Those who oppose increases... ought to try living for a month on $4.75 an hour."

-State Rep. Avel Gordly of Portland, OR

In Oregon, a ballot initiative to raise that state's minimum wage rate from the current $4.75 to $6.50 over three years was filed with the Secretary of State in November. The initiative is being promoted by the Minimum Wage Coalition and Oregonians to Maintain Community Standards, an alliance comprised of grassroots organizations and construction industry unions and employers.

"Those who oppose increases in the minimum wage ought to try living for a month on $4.75 an hour to learn first-hand the problems of raising a family in abject poverty," said State Representative Avel Gordly of Portland, a chief petitioner of the ballot initiative. "This measure will not solve all of the problems that low wage workers face, but its passage will increase economic independence and help families to raise their children in dignity."

The Livable Wage Coalition launched their campaign to raise California's rate of $4.25 before a chanting crowd of more than 400 trade unionists and community activists. The Living Wage Act of 1996 calls for

increasing the rate in two steps: to $5.00 on March 1, 1997 and to $5.75 on March 1, 1998. Recent studies have shown the purchasing power of the California minimum wage at its second lowest point in 40 years, with the real value decreasing 25 percent since 1988, the last time workers received a cost-of-living adjustment.

Jack Henning, executive secretary-treasurer of the California Labor Federation cautioned, "We expect all-out opposition from the far right, from the Republican administration, and from employer and industry groups that profit from the labor of minimum wage workers." A bill in the state legislature introduced by Senator Hilda Solis (D-El Monte) passed the Senate, but met with a hostile reception in the Republican controlled Assembly along with a threatened veto by GOP Governor Pete Wilson.

Arizona and Idaho are also using the initiative process to push for increases in their state minimum wage rates. The Arizona AFL-CIO is preparing to launch an employee rights ballot initiative. If adopted, the proposal would change the state constitution to increase the minimum wage to half the state's average hourly wage (as well as other provisions). Proponents must gather 170,000 signatures by July 3 to get the measure on the November 1996 ballot. Meanwhile, the Idaho AFL-CIO is circulating a petition to raise that state's rate from $4.25 to $6.25 per hour by the year 2000.

Court Battles

Advocates of raising the minimum wage in Wisconsin tried to advance the cause of low wage workers through the court system. A Service Employees International Union local sued the state legislature claiming that full-time workers receiving $4.25 an hour were not being paid a living wage. In March 1995, a Dane County Circuit Court judge in Wisconsin agreed and ordered that the Department of Industry, Labor and Human Relations (DILHR) review the state minimum wage with an eye towards ensuring that it provided a living wage.

Before this review by Wisconsin's DILHR could be completed, however, the GOP legislature passed and the Governor signed an amending bill as part of the state budget bill. The amendment to the budget bill nullified the court victory, and directed DILHR to consider a variety of factors in setting the state minimum wage other than the living wage criteria. Given the criteria that the amendment mandated, DILHR was able to leave the state rate unchanged upon completion of their review.

Local Living Wage Ordinances

Minimum wage activists are also turning up the heat on the local level. Earlier this year, activists in Baltimore, Maryland were able to pass a city ordinance requiring that all contractors receiving city contracts pay their workers a living wage, defined as $6.10 per hour as of July 1995. The ordinance was advocated by the "Solidarity Sponsoring Committee," a coalition group including labor unions and other community activists.

(Cont. on next page)

State Minimum Wage Statutes

State	Minimum Wage	State	Minimum Wage
Alabama		Montana	$4.25
Alaska	**$4.75**	Nebraska	$4.25
Arizona		Nevada	$4.25
Arkansas	$4.15	New Hampshire	$4.25
California	$4.25	**New Jersey**	**$5.05**
Colorado	$3.00	New Mexico	$4.25
Connecticut	**$4.27**	New York	$4.25
Delaware	$4.25	North Carolina	$4.25
District of Columbia	**$5.25**	North Dakota	$4.25
Florida		Ohio	$4.25
Georgia	$3.25	Oklahoma	$4.25
Hawaii	**$5.25**	**Oregon**	**$4.75**
Idaho	$4.25	Pennsylvania	$4.25
Illinois	$4.25	Puerto Rico	$4.25
Indiana	$3.35	**Rhode Island**	**$4.45**
Iowa	**$4.65**	South Carolina	
Kansas	$2.65	South Dakota	$4.25
Kentucky	$4.25	Tennessee	
Louisiana		Texas	$3.35
Maine	$4.25	Utah	$4.25
Maryland	$4.25	**Vermont**	**$4.50**
Massachusetts	**$4.75**	Virginia	$4.25
Michigan	$3.35	**Washington**	**$4.90**
Minnesota	$4.25	West Virginia	$4.25
Mississippi		Wisconsin	$4.25
Missouri	$4.25	Wyoming	$1.60

***Boldface** indicates state minimum exceeds Federal minimum wage standards.*

(Cont. from previous page)

Members of this coalition group have testified in Milwaukee, Wisconsin where activists are fighting to pass a bill in the City Council to get a living wage for employees of city contractors.

The New York City Central Labor Council, AFL-CIO is working for passage of a New York City Living Wage Bill in the City Council. Thanks to lobbying efforts by the Council's new grassroots political action group, the Senate District Political Action Committee, the bill stands a good chance of passage after some revisions. The original bill would apply to employees of city contractors and would establish a living wage of $12 an hour, as well as health and safety protections and enforcement mechanisms. New York City Mayor Rudolph Giuliani (R) has made his opposition to the bill known, but an override of his threatened veto may be possible.

Economists: Raise The Minimum

One hundred and one leading economists have endorsed an increase in the minimum wage rate. The group singles out President Clinton's proposal of a 90 cent per hour increase as a step in the right direction. Evidence cited by the group includes the real value of the minimum wage being at its second lowest level since 1955, and the uneven distribution of wealth in the U.S. and the growing gap between rich and poor.

"We believe that the federal minimum wage can be increased by a moderate amount without significantly jeopardizing employment opportunities," the economists' statement declared. "A minimum wage increase would provide a much needed boost in the income of many low and moderate income households. Specifically, the proposed increase in the minimum wage rate of 90 cents over a two year period falls within the range of alternatives where the overall effect on the labor markets, affected workers and the economy would be positive."

Despite the endorsement, federal legislation to raise the minimum wage rate went nowhere in the GOP controlled Congress. Fortunately for low wage workers, state and local lawmakers are beginning the process of filling the need that is not being met on the federal level.

Who Are Minimum Wage Workers?

25 Percent - Teens
44 Percent - Retail Workers
58 Percent - Working Women

In other local action, the Harris County, Texas AFL-CIO is backing an initiative sponsored by the Service Employees International Union Local 100 to place a minimum wage proposal on the ballot in an election set for January. The proposal would increase the minimum of $4.25 an hour up to a living wage of $6.50 an hour. In St. Paul, Minnesota, city voters turned down a proposed ordinance in the November elections that would have required companies receiving more than $25,000 in city aid to pay their employees a living wage. Despite this setback, however, state and local efforts are clearly accelerating on the minimum wage issue.

Safety Tip - Gas Can Warning

For many BRS members part of their daily chores include a stop at the local gas station to fill up portable gasoline containers.

This first step can be a hazardous one, warns Chevron USA in a recent marketing bulletin.

"Several fires have resulted at Chevron service stations as a result of customers filling metal portable gasoline containers while they are placed on plastic surfaces: like the bed liners used in pick-up trucks.

When gasoline flows into a metal gas can it causes a static charge to build up. However, the plastic surface prevents the charge from being grounded or dissipating.

"As static charge builds it can create a static spark between the gas can and the fuel nozzle. When the spark occurs in the flammable range in the gasoline vapor space near the open mouth of the gas can, a fire occurs," Chevron's bulletin warns.

BRS members and their families can minimize the danger of fire by filling containers only while they are on the ground. Never fill a gas container while it is inside a vehicle, the vehicle's trunk or a pick-up truck bed. Gas fumes dissipate more rapidly in open air.

Other safe gasoline fueling precautions include keeping the nozzle in contact with the can to prevent sparks and using only containers intended for fuel - no glass jars or plastic milk jugs. Fueling should never be done while anyone nearby is smoking or near any open flames.

This Month in the History of the BRS

The following is a reprint of an Editorial column written by then Grand-Secretary Treasurer T.A. Austin which described conditions that many Signalmen still face today. The article originally appeared in the inaugural issue of The Signalman's Journal in January, 1920.

The thought has often entered my mind as to which class of railroad employment is the most essential and hazardous, and looking back over my past experience and observation, I have drawn the conclusion that a signalman's occupation is one of the most hazardous on the railroad today.

They must go over their respective districts assigned to them daily, inspecting the signal and other apparatus under their supervision, making necessary repairs and keeping such apparatus in working order, no matter how remote their territory may be, battling the elements and all other difficulties and dangers that beset the signalmen in their daily routine of duty.

Further I have wondered if the public traveler ever gave a thought to the many watchful railroad employees who are daily and nightly contributing to his safety — the car repairers, the trackmen, the engineer and fireman, the train men and many others, and, last but not least, the signalmen.

Signalmen are the ones who contribute largely in making it possible to handle the trains with the degree of rapidity and safety as they are handled today.

The public eye observes the many trains arriving and departing from some of the large and busy railroad terminals daily, in rapid succession and at a high rate of speed and those who are not familiar with the method or system of train service wonder how it is accomplished with such accuracy, speed and safety. In this age of railroading, the interlocking plants and automatic signals play an all important part.

These interlocking plants and signal systems are being installed, repaired and maintained by the men of whom I have spoken, the signalmen, who must be very particular and careful of their work and absolutely sure that the signals assigned to their care and responsibility are in proper and perfect working order and performing their separate and proper functions, so that no delays or accidents may occur to the oncoming train and its burden of life and property.

The interlocking plants of today are nearly all electrically locked and so arranged and controlled that the route cannot be changed or the signal cleared until the preceding train has passed the zone of safety.

The automatic signals also play an important part in the safeguarding of human lives and property. A train ahead, a broken rail, an open switch, will put the signal to stop position and in addition a caution signal apprises the engineer that something ahead of him is wrong, giving him an opportunity to reduce speed, enabling him to stop his train before the obstruction is reached.

Then we have the highway crossing alarm that protects the public in crossing the railroad tracks, which must be maintained and kept in perfect working order and inspected daily by the signalmen.

Signalmen in a sense are as important and essential as the doctor; whenever a signal fails to perform its proper function, whether by night or by day, the signalmen are immediately notified; they must leave their beds and families or any public function they may be attending and hasten to the signal report; no matter how long the distance, or how terrific the elements, they manfully proceed unmindful of the danger they are subject to in running their motor cars through the darkness and other difficulties and dangers that beset them in the discharge of their duties.

In addition, I will say the average signalman encounters many dangers, such as a train running contrary to traffic of which the signalmen have no notice, and many have been caught and lost their lives or received painful injuries therefrom. Often trains approach without any lights or warning of any kind, switch engines and cars backing up with same conditions, open switches without lights burning and stones in highway crossings which in either case will derail his car and have in the past caused many painful injuries and in several cases resulted in loss of life.

Brothers, ours is not the bed of roses that some would picture for us because of their ignorance of what we have to contend with. It behooves us to be ever alert and watchful for our safety at all times, for when you are dead you are a long time dead, therefore, "let us not be a dead one" will apply in more ways than one.

In the general summary I will again repeat that our services are a valuable asset to the railroad companies by whom we are employed, as well as to the public traveler, and just a few more words in conclusion from which I hope we will all profit. Let us ever as a unit give to our employers the best efficiency in our work that we are capable of, which will be the most convincing evidence that we as signalmen are worthy of our hire, and by so doing we can eventually uplift the calling of our craft from the depths of obscurity to the sublime.

T.A. Austin

Railroad Retirement INFORMATION

RRB Unemployment Benefits

The Railroad Unemployment Insurance Act provides unemployment benefits for rail employees who become unemployed but are ready, willing and able to work. The following questions and answers provide information on these benefits which are payable by the Railroad Retirement Board.

1. What is the current daily benefit rate?

The maximum daily benefit rate payable in the benefit year that began July 1, 1995 is $36. Benefits are payable for all days over four in 14-day registration periods, so maximum benefits for biweekly claims total $360.

2. How long are these benefits payable?

Normal unemployment benefits are paid for up to 130 days (26 weeks) in a benefit year. The total amount of unemployment benefits which may be paid in the current benefit year cannot exceed the employee's railroad earnings in calendar year 1994, counting earnings up to $1,085 a month.

Employees who have 10 or more years of service and exhaust their normal unemployment benefits, may be eligible for extended benefits. Also, if they are not qualified for normal benefits in the current benefit year, but received normal benefits in the previous year, they may still be eligible for extended benefits. In order to qualify for extended unemployment benefits, employees must not have quit work without good cause and not voluntarily retired.

If employees have 10 to 14 years of service, extended unemployment benefits are payable for up to 65 days (13 consecutive weeks). If they have 15 or more years of service, extended benefits are payable for as many as 130 days (26 consecutive weeks).

In addition, employees who have 10 or more years of service and whose 1994 earnings do not qualify them for unemployment benefits in the current benefit year, but have qualifying earnings in 1995, may be able to receive accelerated benefits in the current benefit year. To be eligible they must have 14 or more consecutive days of unemployment and not have voluntarily retired or quit work without good cause.

3. What are the earnings and eligibility requirements for receiving unemployment benefits in the current benefit year?

To qualify for normal unemployment benefits, an employee must have had railroad earnings of at least $2,100 in calendar year 1994, not counting more than $840 for any month. Those who were not employed in the rail industry before 1994 must also have worked in at least five months of 1994 (not necessarily full-time in each month). To qualify for accelerated benefits, earnings of $2,125 are required in 1995, not counting more than $850 per month.

To be eligible for unemployment benefits, a qualified employee must be able to work and be available for work. A "day of unemployment" is a day on which he or she meets these conditions and does not receive any pay, is not disqualified for benefits, and has properly registered for unemployment benefits. Pay preventing the payment of unemployment benefits includes wages, salary, pay for time lost, vacation pay, holiday pay, most wage guaranty payments, or other remuneration from railroad or nonrailroad employment, other than subsidiary remuneration.

For employees in train and engine service and passenger service, any calendar day on which the employee does not work solely because of mileage-limitation or work-restriction agreements or solely because he or she is between regularly assigned trips or tours of duty or because a turn in pool service was missed is not considered a day of unemployment.

4. How does a person claim unemployment

benefits?

In order to receive unemployment benefits, claimants must obtain an application Form UI-1 from their labor organization, employer or nearest Railroad Retirement Board office. The completed application should be mailed to the local Board district office as soon as possible and, in any case, must be filed within 30 days of the date on which the person became unemployed or the first day the person wishes to claim benefits. However, only one application need be filed during a benefit year even if a claimant becomes unemployed more than once. In that case, he or she must request a new claim form from a local Board office within 30 days of becoming unemployed.

The local Board office reviews the application and notifies the claimant's railroad employer, who has the opportunity to provide information about the benefit application. After the Board office processes the application, biweekly claim forms are mailed to the claimant on a regular basis as long as he or she remains unemployed and eligible for benefits. Claimants should contact a Board office if no claim or notice of ineligibility is received within two weeks of mailing an application or claim.

Claim forms should be signed and mailed on or after the last day of the claim. The completed claims must be received by a Board office within 15 days of the end of the claim or the date the claim was mailed to the claimant, whichever is later.

5. How does the required waiting period affect initial claims for unemployment benefits?

No benefits are payable under the Railroad Unemployment Insurance Act for the first claim for unemployment in a benefit year, which generally results in a two-week waiting period. But claimants are still required to file a claim for their days of unemployment during the waiting period in order to satisfy the waiting period requirement; otherwise they may lose benefits for claims after the waiting period.

Since benefits are normally paid for the number of days of unemployment over four in 14-day registration periods, claimants with five days of unemployment in a 14-day period should file for benefits. Even though no benefits would be payable on the basis of their first claim in the benefit year, the five days of unemployment would fulfill the waiting period requirement for the benefit year, if the claim is filed on time. Any subsequent 14-day period could then be payable for all days over four.

6. Are there special waiting period requirements for unemployment benefits claimed because of a strike?

Yes. During a strike that is not in violation of the Railway Labor Act, no benefits are payable for the first 14 days of unemployment due to the strike, but benefits are payable for subsequent days of unemployment. If a strike is in violation of the Railway Labor Act or the labor organization's rules, no unemployment benefits are payable to employees participating in the strike; however, employees not among those participating in such an illegal strike, but who are unemployed on account of the strike, may receive benefits after the first two weeks of the strike.

7. Under what circumstances are claimants disqualified from receiving railroad unemployment benefits from the Railroad Retirement Board?

A claimant for unemployment benefits may be disqualified for 30 days if he or she refuses to accept suitable work or fails to follow instructions to apply for work or to report to a Board office for an interview.

A claimant who leaves either railroad or nonrailroad work voluntarily without good cause is disqualified for unemployment benefits until he or she has returned to railroad employment and earned wages sufficient to qualify for benefits again. This disqualification also applies to a claimant who leaves work voluntarily with good cause, but only with respect to periods in which he or she could receive unemployment benefits under another law.

If employees have been paid a separation allowance by their employer, they cannot receive unemployment benefits for roughly the period of time it would have taken to earn the amount of the allowance.

Claimants will be disqualified for 75 days if they make a false or fraudulent statement or claim in order to get benefits. They may also be subject to a fine or imprisonment. The Railroad Retirement Board conducts checks with Federal agencies and all 50 States as well as railroads in order to detect fraudulent benefit claims.

8. What effect would payments under other laws or systems have on the receipt of railroad unemployment benefits?

If a claimant receives a retirement, disability or survivor benefit under the Railroad Retirement Act, Social Security Act, or any other social insurance law for days for which he or she is also entitled to benefits under the Railroad Unemployment Insurance

(Continued on next page)

(Continued from preceding page)

Act, unemployment benefits are payable only to the extent to which they exceed the other payments for those days. Examples of other such social insurance payments are military pensions, firefighters' and police pensions, or worker's compensation payments. Claimants should report all such other payments promptly to avoid having to refund benefits later.

There is no reduction in unemployment benefits if a claimant receives supplemental unemployment benefits under a nongovernmental unemployment benefit plan. However, railroad unemployment benefits are not payable if Federal/State unemployment benefits are also paid under other laws, including Canadian law, for the same period of time.

Unemployment benefits are normally not paid if a claimant is fully protected by a wage guaranty plan. If a claimant receives unemployment benefits and later is paid for time lost for the same period, the employer will be asked to withhold an amount equal to the unemployment benefits. The employer must then pay this amount to the Board.

Unemployment benefits can sometimes be paid even though a claimant is covered by a job protection plan which guarantees a certain amount of work or wages each month. However, if a claimant receives a protective allowance from an employer for a period for which benefits were paid, some or all of the benefits will have to be refunded.

9. How long does it normally take to receive payments?

Because the Railroad Unemployment Insurance Act requires a waiting period and prepayment verification of all claims, a claimant's first benefit payment for unemployment will not normally be received until at least the sixth week after he or she becomes unemployed. The noncompensable waiting period generally covers the first two weeks of unemployment.

Nonetheless, claimants who file an application for unemployment insurance benefits may expect to receive a claim form, or a decision on their application, within 15 days of the date a Board office receives the application. When they subsequently file their biweekly claims, they may expect to receive a payment, or a decision on their claim, within 15 days of the date a Board office receives the claim form.

However, some claims for benefits may take longer to handle than others if they are more complex, or if a Board office has to get information from other people or organizations. If this happens, claimants may expect an explanation and an estimate of the time required to make a decision. Also, claimants who think a Board office made the wrong decision about their benefits have the right to ask for a review and to appeal. They will be notified of these rights each time an unfavorable decision is made on their claims.

10. How are benefits payments issued?

The normal method of payment for railroad unemployment benefits is by Direct Deposit, which issues payments directly to a claimant's bank, savings and loan, credit union, or other financial institution. Benefits are paid to a claimant by check only if he or she does not have a checking or savings account, or other special circumstances exist that would cause the claimant hardship if benefits were paid by Direct Deposit.

11. Does the Board try to help unemployed railroaders find new employment?

The Railroad Unemployment Insurance Act authorizes the Board to operate a free placement service. The primary purpose of the placement service is to secure new employment for experienced railroad workers who have lost their jobs.

When claimants apply for unemployment benefits they also apply for employment service. They will probably be interviewed by a Board representative who will try to help them secure employment if they do not have good prospects of returning to their former job. They may be referred by the representative to a suitable railroad job; otherwise, an effort will be made to place them in a nonrailroad job for which they appear qualified. As part of its placement service, the Board maintains a central register of separated and furloughed employees with at least one year of service who are currently available for railroad employment. The Board also maintains a list of job openings reported by railroads to its field offices. The list is available for review at all offices of the Board.

12. How can claimants receive more information on railroad unemployment benefits?

To get additional information, claimants should contact the Railroad Retirement Board field office nearest them. The address and phone number of the nearest field office can be found in the telephone directory under the "United States Government," or they can check with their local union official, rail employer, post office, or Federal Information Center. Most Board field offices are open to the public from 9:00 a.m. to 3:30 p.m. Monday through Friday.

Notice to Railroad Retirees Of Change in Life Insurance Companies From The Travelers (Policy GA-23000) to MetLife (1023000) Effective January 1, 1996

In the past, life insurance benefits have been provided by The Travelers Insurance Company. Effective on January 1, 1996, these insurance benefits will be provided by **MetLife**.

The change in carrier is the result of an agreement between The Travelers and certain of its affiliates and MetLife. Under the terms of the agreement, MetLife acquired certain of Travelers organization's group life and related business including life insurance.

You might ask, how does all of this affect me? The effects are as follows:

· The amount of your life insurance is **not changing**. MetLife will provide the same coverage that you had with The Travelers.

· Retirees who are eligible for retired life benefits **will not** need to request a new certificate or file a new beneficiary designation. **MetLife will honor the beneficiary designation that is on file with The Travelers.**

· MetLife will process life insurance claims at the following address and telephone number:

Claim Address	Claim Inquiries	Beneficiary Address
MetLife	1-800-310-7770	MetLife
P.O. Box 6122		P.O. Box 6129
Utica, NY 13504		Utica, NY 13504

Please place this article with your certificate so that you can refer to it if you have any questions concerning this change.

Tax info, toll-free.

Tax questions? Call TeleTax for recorded information on about 150 tax topics, 24 hours a day.

Department of the Treasury
Internal Revenue Service
http://www.ustreas.gov

TeleTax
1-800-829-4477

Even EZ-er than 1040EZ.

Introducing TeleFile from the IRS. If you are single and filed Form 1040EZ last year, you can file your tax return in ten minutes by phone. Anytime. Check your tax booklet for information.

Department of the Treasury
Internal Revenue Service
Changing for good.

TeleFile
It's free. It's fast. It works.

Sweeney Urges U.S. Return To Social Compact

Following are excerpts from a speech by AFL-CIO President John J. Sweeney December 15 at the National Press Club.

Thank you for inviting me to speak with you on behalf of American workers and their families. Two weeks ago, I had the honor of joining President Clinton's journey of peacemaking all across Ireland. Most Americans think of the problem in Northern Ireland as a religious and political divide — and, of course, it is. But it is important to understand that this generation of "the troubles" began because of an economic divide, as well.

In 1968, large numbers of Catholics began to protest against the discrimination that denied them good jobs in growing industries. They were inspired, in part, by the civil rights struggle in our own country, which was a movement for jobs and freedom.

After more than a quarter century of struggle, progress is being made. That is why one of our first stops in Northern Ireland was at the Mackie Engineering Works plant in Belfast. For years, that plant was a symbol of discrimination and division. Now it is a symbol of progress and peace. On the shop floor, Catholics and Protestants work together. At the bargaining table, labor and management are cooperating. Productivity, profits and wages are all rising, and management is investing in new equipment and new jobs.

The lesson is clear: When there is dignity for everyone, everyone wins.

I am here today to talk about what we can do to reach another historic agreement: a new social compact between business and labor. To find new ways to grow the American economy, American companies and American wages in the new world economy. And to bridge the growing gap between the great majority of Americans who are working longer and harder for less and the fortunate few who are prospering as never before.

To the journalists here today, let me offer this advice: The biggest story of our times will be whether America can find a way to restore the sense that we are all moving and advancing together, not sinking separately.

I am a product of the social compact that lifted America out of the Great Depression and lifted working Americans into the middle class.

My father was an Irish immigrant, a New York City bus driver and a proud member of the Transport Workers Union. Some of my earliest memories are of going to union meetings with him. We'd listen to Mike Quill — whose brogue was better than some I heard in Dublin and Derry — explain paycheck economics to workers and their families.

"The message is clear. When there is dignity for everyone, everyone wins."
-AFL-CIO President John Sweeney

Those were tough times. But working people, business people and public officials shared certain understandings — a social contract, if you will.

Here's what working people knew: If we got up every morning and did our jobs, then we could earn a better life for ourselves and a better chance for our children.

Here's what business people knew: If they paid their workers fairly and plowed some of their profits back into their communities, they could count on loyal employees and loyal consumers. For companies back then, good citizenship was good business.

And here's what our leaders in government understood — and President Kennedy said it best — "A rising tide lifts all boats."

For almost 30 years after winning World War II, we all prospered because we prospered together. We were concerned with raising the standard of living for all Americans — not just accumulating enormous wealth for a fortunate few. That social compact was a formula for the strongest economy, the largest middle class and the most successful society this world has ever known.

Unfortunately, those days are gone. You all have reported what happened: the oil embargo of 1973; global economic competition; new technologies; and the deregulation of the domestic economy, from transportation to communications.

Business found new ways to compete — ways that may succeed in the short term but which, I submit to you, are shortsighted and ultimately self-destructive.

They competed, not by American teamwork and American know-how, but by driving down labor costs. Caught in an unforgiving global economy, corporate America too often squeezed the last possible ounce of productivity out of American workers, and then threw them on the scrap heap of unemployment or old age, with reduced pensions and health coverage.

Consider the stories you've reported on the business page: Chase Manhattan and Chemical Bank announce a merger that will put 12,000

people out of work — and their stock goes up. Does a rising tide now sink all ships — except for the luxury yachts?

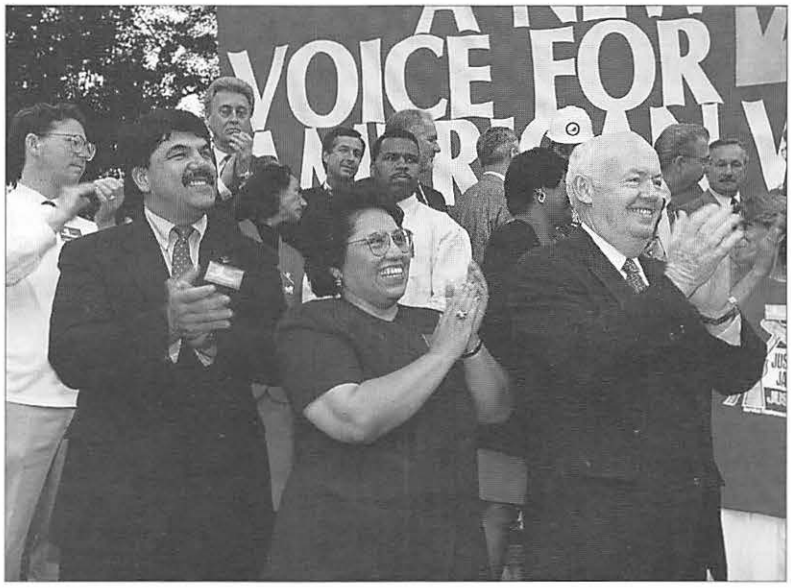
And what's wrong with this picture: Caterpillar is doing great, racking up record profits, enjoying great productivity. So they decide to install a two-tier wage system, schedule work on the weekends without paying overtime and reject pattern bargaining. They force thousands of workers out on strike, commit 300 unfair labor practices and rack up more record profits.

Caterpillar says it did it to stay competitive with Kamatsu. Baloney! Kamatsu is struggling with a global market share below three percent, while Caterpillar has the lion's share. Know why? Because the United States government has spent American tax dollars fronting them into emerging nations in Europe, including Russia, and helping arrange financing for their operations through the World Bank!

And, finally, how about this picture: the state of Arizona and the city of Phoenix bail America West Airlines out of bankruptcy with more than $100 million dollars in tax breaks and revenue bonds. The airline agrees not to contract out hangar jobs and rebounds with 11 straight quarters of profitability and stacks up $300 million in reserves. Then the Teamsters crank up an organizing drive aimed at machinists working for America West. America West shows its respect for our labor laws and thanks the community by illegally firing 500 $35,000-a-year machinists and contracting out their jobs to a company in Everett, Washington, where machinists make only $21,000. That happened last Friday. How many of you want to fly in an airplane that's just been repaired by a $21,000-a-year rookie mechanic? Raise your hands.

For American workers and their families, these are snapshots from hell. They paint an ugly portrait of an economy that has lost respect for workers and the jobs they do.

In a prophetic article in *The New York Times* last January, Lou Uchitelle added words to the pictures. "Something is wrong with America's economic boom," he wrote. "After four years of ever-stronger growth, people's wages should be going up faster than their expenses. For most people, they're not, and this is the first time in decades that a recovery has gone so long without putting more money in more pockets. And now, if the recovery runs out of steam in 1995 — as so many economists predict — that money might never show up."



(l-r) AFL-CIO Secretary-Treasurer, Richard L. Trumka, Executive Vice-President, Linda Chavez-Thompson, and President John H. Sweeney

You have reported what this means for workers: between 1947 and 1973, the median paychecks of American workers more than doubled — and the bottom 20 percent enjoyed the biggest gains. But since 1973, median earnings have fallen by about 15 percent, and the bottom 20 percent have fallen the furthest behind. More than 40 percent of all earnings gains have gone to the richest one percent.

Meanwhile, wealth became even more concentrated. The top 20 percent of all households now control more than 55 percent of all wealth. The rest of us — 80 percent of all American households — get to split the rest.

Profits are up. Productivity is up. Executive compensation is up. The stock market is up. Worker wages and health benefits and pensions are down.

Now, you're reporting how great gaps in wages and wealth are hurting American companies and the American economy.

America is becoming edgier, angrier and meaner. Until we ease the growing gaps in work, wages and wealth, you will be sending more dispatches from a wounded nation — more militia movements, more bombings, more hate crimes and more of the quiet anguish of Americans losing their sense of a common destiny and a common purpose. America will become more like the trouble spots where we send our sons and daughters to keep the peace.

(Continued on next page)

...Sweeney Challenges Management To Cooperate

(Continued from preceding page)

So what can we do about it?

Of course, American business must change. But I stand before you today as president of the AFL-CIO because American labor must also change.

That is why I ran for president of the AFL-CIO, and that is why I won. We understand that while the world and the workplace changed, labor stood still and lost ground.

Just as today I challenge business to change, every day on my job I challenge labor to change.

First, we have to reach out to unorganized workers — because that is the only way we can build a stronger movement. For too long, too many unions have seemed satisfied with a shrinking membership base.

As our membership strength has declined, so has our bargaining power. It used to be that strong unions lifted all workers up; now, non-union employers are dragging all workers down.

Here's the truth: our weakness encouraged employers to take the low road. Only by rebuilding our strength can we bring American business back to the high road of high wages.

Second, we have to reach out to management — from a position of strength — because that is the only way we can build a stronger, high-wage economy.

We can no longer afford the luxury of pretending that productivity, quality and competitiveness are not our business. They are our business, our jobs and our paychecks. Too many workers have suffered because of failed and foolish, short-sighted management policies. We need to follow the example of workers and their unions in companies and government agencies and school systems across the country who are winning a voice in improving the products they make and the services they deliver.

Our challenge to management is to avoid conflict, not promote it. Let's spend our time and our money and our energy pursuing higher profits and higher wages.

Next year, we will begin to offer these challenges not only to the leaders of labor and business but to all Americans.

Early next spring, the AFL-CIO will begin to hold hearings on falling living standards in communities across the country. We will ask working men and women what is happening to their jobs, their paychecks and their family budgets. We'll take our show on the road — from Iowa to New Hampshire, from the South to the Midwest and the Far West — to put the issue of wages at the center of political debate.

We want to get even more of the suggestions that already are pouring in from unlikely sources, like this letter I got last week from Rusty Hills in East Lansing, Michigan. He says, "As a conservative Republican, I suspect you and I part company on most political issues. But as a fellow Catholic, I believe strongly in just wages and an equitable distribution of profits." He goes on to make a recommendation: that we bargain wages by comparing the percentage increase in executive compensation to percentage increases for workers over the past 10 years.

In every speech I give, from the Press Club to the picket lines, I try to make this simple point: America needs a raise. Next year, we'll be asking every candidate for public office to tell working Americans how they'll get them a raise.

Then in June, we're going to start a union summer, as we send a thousand college students and young workers to organize voter registration and living wage campaigns across the country. We're going to begin a dialogue with working America — union members and future members alike.

And, come September, we'll have a union fall, as we organize and mobilize working Americans around the fundamental issue of raising wages and increasing incomes. If Americans vote on the issue of who can lift the poor and secure the middle class, I am confident they will make the right choices for president and Congress.

Here's my prediction for 1996: if the Republicans continue to pursue their extremist economic agenda and Bill Clinton continues to stand tall against it, we will win back the House and re-elect our president. Somebody said the Republicans won the last election by saying, "They took it from you and gave it to them," meaning poor people. We can win this one by saying, "They tried to take it from you and give it to themselves."

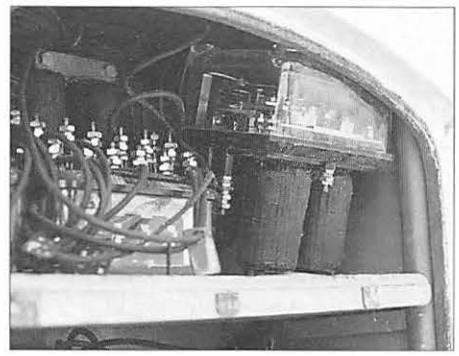
If we take that message to every work place and every polling place, then we will win. And we can begin to close the gap between those who do the work of America and those who control their lives and livelihoods.

I believe that, in the words of the Nobel Prize-winning poet Seamus Heaney, whose writings inspired so many fighters for peace and justice: "History says don't hope on this side of the grave. But, once in a lifetime, the longed for tidal wave of justice can rise up — and hope and history rhyme."

Soon, you will see our labor movement "rising up," like "the longed for tidal wave of justice." And working men and women will once again make "hope and history rhyme."

Before you do this...

...Read FRA 236.4



Interference with normal functioning of device.

Safety of train operation must be provided before interfering with the normal function of any device.

Application:

The intent of this rule is to insure carriers maintain the integrity of signal systems by prohibiting procedures or practices which defeat or nullify the minimum requirements of the RS&I.

Unless measures are taken to provide safety of train operation, the following are some examples of interference with various types of equipment and procedures:

1) Testing such as falsely energizing relays, jumpering contacts, turning relays upside down; operating hand-operated switch, adjusting switch circuit controller or shunting fouling circuit, in advance of approaching train; operating power-operated switch without permission of dispatcher or operator; performing ground tests while train is approaching or moving over power-operated switch; defeating predetermined time interval of time release or time relay; and release of electric or mechanical locking.

2) Performing efficiency tests by removal of lamp bulbs that do not provide an approach aspect to the darkened signal; placing a shunt in advance of a signal after a train has passed its approach signal.

3) At interlockings, the unnecessary breaking of seals to force indications, defeat time, approach or route locking requirements. Note: The procedure to move trains through interlockings under flag protection and appropriate rules is not considered interference.

4) Defeat of protective features to avoid train delay or to expedite train movements such as disconnecting shunt or fouling wires, turning relays upside down, jumpering contacts, falsely energizing relays or circuits, or releasing electrical locking.

...and FRA 234.209

Interference with normal functioning of system.

This section requires the railroad to provide for the safety of highway users and/or train traffic before interfering, in testing or otherwise, with the normal functioning of any highway-rail grade crossing warning system.

Application:

The intent of this section is to ensure that railroads maintain the integrity of crossing warning systems by prohibiting procedures or practices which defeat or nullify the normal function of such systems.

Interference is any condition that circumvents, hinders, impedes, or diminishes whatsoever the intended warning of a system, and may be accomplished by testing, installing, repairing, replacing, operating, or manipulating a warning system component used in detecting the presence of or displaying warning of a train, or in indicating the operation of the warning system. There is no difference between accidental or intentional interference with respect to the enforcement of this system.

Tests of crossing warning system must not be conducted until it has been ascertained no train movements will be affected and provisions have been made for the safety of highway traffic.

Interference includes but is not limited to:

1) Trains, locomotives, or other railroad equipment left standing within the warning system's approach circuit, other than normal switching operations, where the system is not designed to accommodate those activities.

2) Not providing alternative methods of maintaining safety for the highway user and /or train movements while testing or performing work on the warning system or on track and other railroad systems or structures which may affect the integrity of the warning system.

3) Tieing up gate arms by railroad personnel.

Rules are made for everyone's protection. Don't let this happen where you work.

Continuous Membership

The Brotherhood of Railroad Signalmen, in recognition of BRS members' contributions to the Signalman's craft and their dedication to the principle of trade unionism, has established a Continuous Service program to honor longtime BRS members. Continuous service lapel pins are presented to members every five years, beginning with their 25th year of membership.

The following is a list of the members who recently received Continuous Service pins in recognition of their years as BRS members:

45 Years of Service

LC Barnes	93
WF Grimes	42
WG Komanski	183

40 Years of Service

RE Burns	92
WE Nielsen	24
DE Walters	188
DE Beckelheimer	136
L Lynch	105
RH Moon	72
NL Pralle	8
AM Spalla	103
EL Valencia	123
WW Boyd	89
L Bucci	2
RL Gatchell	48
KR Schrweide	227
DR Larsen	154
DE Kennedy	40
W Langley	99
EM Myers	105
DR Welcher	103

35 Years of Service

JL Benn	68
CF Bernhard	10
LA Hageman	172
RL Leach	33
W Barraclough	1
JL Bernier	91
FL Bowen	132
WO Carlson	87
CE Collins Sr	80
RD Frank	103
KJ Heburn Jr	86
J Zeabin	156
WL Ballman	119
JR Bishop	94
GL Olden	163
DL Oliver	33
DE Wilson	2
EF Focht	87
CR Miller	8
TL Willis	110
FR Witschel	92
WD Davenport	41
JG Dewoody	72
JL McIntyre	28
DA Nance	156
RG Robertson	123
RE Smith	19

30 Years of Service

CE Booth	173
DB Flynn	188
J.L. Gowder	179
JG Hawkins	16
RW Heil	123
EJ Holmes	94
DO Hopkins	87
GB Madsen	229
KL Morris	117
WA Palmer	188
DA Riley	110
WD Vroman	14
TD White	188
AR Fehrholz	55
WG Fisk	229
DC Forbes	91
CJ Holbrook	123
TL Richards	33
RL Seal	94
WV Swayze	155
AS Tully	87
RA Wiesner	5
DA Awe	226
R Cain	154
DR Hall	99
DL Johnson	94
R Ramos	99
JD Bingman	81
DL Ellison	121
TW Fogarty	152
BE Gaston Jr	176
LL Jones Jr	2
JR Larsen	229
JL Miller	174
JD Warden	81
TW Weber	40
HD Arnold	161
RC Beyer	188
DW Boyer	97
CJ Carlisle	227
RD Howard	157
CW Jones	85
DB McGill	121
TJ Bengston	226
D Cockrell	156
TE Deakin	19
RT Dillman	56
WJ Hertzler	129
RE Manning	72
GE Norman	156
G Oldfather	188
CJ Palmer	179
DA Piper	19

25 Years of Service

DB Bailey	16
LR Blankenship	179
CN Breckenridge	16
WJ Brooks	123
AJ Burk	77
MA Dodson	72
RR Dunivin	34
MR Evans	148
JC Every	230
D Jefferson	31
DJ Keeton	214
GP Miller	31
DE Moorman	216
DL Pritt	136
GE Ratcliffe	77
DE Roquemore	49
RL Schmuck	92
BJ Whisnant	16
E Becker	70
JW Blevins	72
TM Didier	72
CM Egdorf	183
JC Emmert	94
MA Goebel	228
SR Huckaba	41
FJ Jarrett	94
DL Karlstrom	87
JP Keys	126
LJ Milligan	185
M Mitchell Jr	228

(Cont. on next page)

(Cont. from previous page)

25 Years of Service (Cont.)

MA Mizak	77
JA Nehl	33
CJ Newcomb	89
MH Ratcliffe	77
G Readman	104
JB Russell	67
WE Turner	16
WT Walker	148
GJ Walston	156
RW Barton	133
M Breen	60
LC Brown	103
SP Browne Jr	174
A Chan	153
FL Hamilton	188
JS Hawkins	20
E Hodge	16
SL Lewis	107
JF Matejka	49
JM Molnar	10
JE Monger	104
TR Moots	20
JS Schwinof	188
AF Straub	72
RC Tucker	129
CN Turner	148
D Berryhill	16
L Blaylock	49
BD Chesnut	49
MJ Donnelly	155
JW Ewalt	226
RJ Gonzalez	19
DA Hagadus	161
AK Helm	72
GD Hinshaw	157
RA Hitchcock	31
WH Joyce	16
BJ Jurgens	87
LR Leister	31
RA Marston	33
RH McKinley Jr	103
LG Peek	129
BR Pierce	228
W Scampoli	76
JD Staffey	49
DL Strah	33
TJ Blanchard	99
WE Bradford	77
BC Cox	126
DT Demaree	33
KN Dixon	52
BR Faulks	141
RL Hinkley	155
JR Jenne	179
KL McNeil	16
GL Reynolds	72
RL Roy	72
GC Runyan	188
JA Schnyder	126
GP Shaftic	94
DL Walker	42
MR Anderson	71
TV Beacom	119
EM Buckley Jr	76
JH Enterline	15
JC Godfrey	132
DT Humphrey	116
DL Landrum	206
JC Leathem	228
LD Leingang	188
BA Leyland	84
MD Manley	84
HW Martin	13
D Mastro	56
NJ McLean	155
JR Miller	33
RJ Miller	56
DA Neff	14
WC Nobles	141
JN Plick	160
MK Skinner	103
WO Sumpter	119
GT Walker	206
JD Washburn	174
RR Watson	173

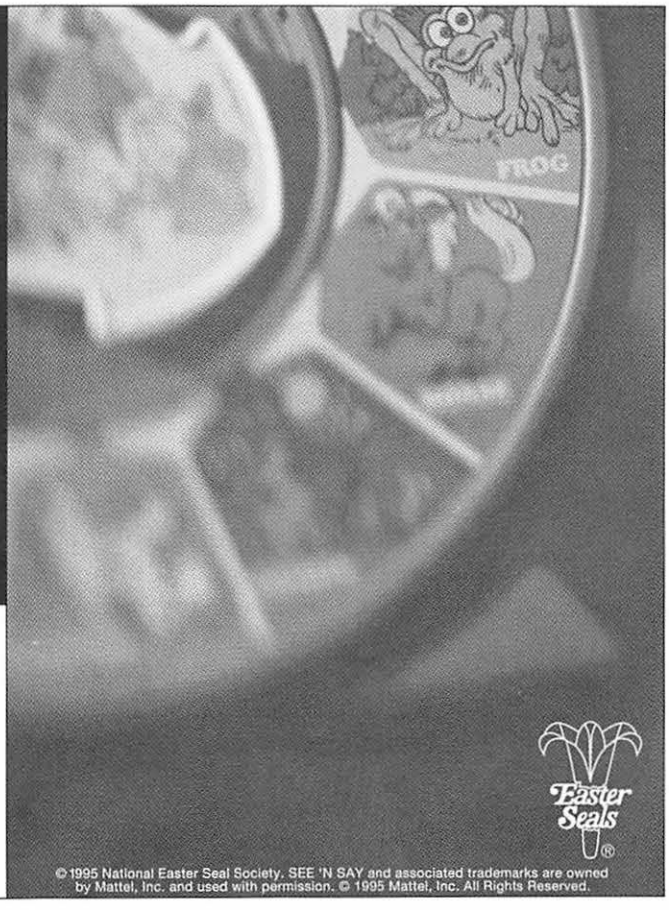
Your granddaughter gets a bad ear infection and it makes her deaf.

You can't believe she's losing her hearing before you do. You've had a lifetime of sounds and she's only had three years.

You stick your fingers in your ears to see what deaf feels like.

You take a sign language class with her; you ask the instructor how to say "I love you."

Hope. That's what Easter Seals is all about. At some point in their lives, 1 in 5 Americans will be affected by a disability. We provide early screening, sign language classes and speech therapy to help children with hearing losses live with independence, dignity and equality. But we can't do it without your help. Support Easter Seals. Give ability a chance.


FROG
Easter Seals
© 1995 National Easter Seal Society. SEE 'N SAY and associated trademarks are owned by Mattel, Inc. and used with permission. © 1995 Mattel, Inc. All Rights Reserved.

Labor History

The Birth Of Public Sector Unions & President Kennedy's Executive Order, 1962

By: Robert Wechsler

Robert Wechsler, is Education Director for the Transport Workers Union of America, AFL-CIO.

This month marks the anniversary of President John Kennedy's Executive Order 10988 which stimulated the unionization of public employees in federal and local governments.

Today, we take for granted that public sector workers can be organized into trade unions. Only when a crisis occurs, such as the PATCO strike in 1981, do we realize the limitations on the public employees' ability to organize unions and negotiate contracts.

Public sector unionism has a long history. In fact, one of the earliest public sector strikes occurred when Philadelphia Navy Shipyard workers walked off the job for several weeks in 1836 in order to gain the 10-hour day.

The oldest continuous federal government union is probably the National Association of Letter Carriers which was founded in 1890. On the state and local level, the honors go to the Philadelphia local of the International Association of Fire Fighters which has been around since 1903.

Where public employees have organized in various trades or crafts prior to 1962, most have been able to maintain themselves as unions because of their bargaining power.

Transit workers in New York City could win contracts and maintain a high degree of union solidarity because of the importance of the industry to the economy of New York. Police officers and firefighters in cities and towns also wielded tremendous power because of the sheer importance of their work.

The key element in organizing public employees has been the 1962 Executive Order of President John F. Kennedy. As a senator, Kennedy had sponsored legislation for federal employee organizations. In 1961, when he became president, Kennedy appointed a task force to study public sector labor relations. The group reported back that there was an absence of policy and recommended action.

Kennedy Signs Order

On January 17, 1962, Kennedy signed Executive Order 10988 which provided for long-needed policy reform for federal workers who wanted to organize into trade unions. The order recognized the rights of executive branch federal employees to join or not to join labor organizations and established basic procedures for granting union recognition and the negotiation of agreements.

The subjects of collective bargaining were limited to "personnel policy and practices and matters affecting working conditions." Salaries and wages set by congressional act, for example, were not subject to bargaining. Unlike private employers, government agencies under the order and subsequent legislation are granted greater management rights. For federal employees, the right to strike remains barred.

Executive Order 10988 was replaced by other presidential orders and by a Federal Service Labor-Management Relations Statute included in the Civil Service Reform Act of 1978. Meanwhile, the Postal Reorganization Act of 1970 reformed labor relations in that industry.

Order Spurs Organizing

What is important about Kennedy's original order of 1962 is the lightning effect it had on organizing drives among federal, state and municipal employees. The order served as a signal to organize public workers much as the Wagner Act of 1935 stimulated the growth of industrial union membership in the CIO and the AFL. The effect of Executive Order 10988 was to send public sector union membership rolls soaring.

Prior to 1962, only 26 union or association units in the executive branch of the federal government had union shops and they represented 19,000 workers. Six years after the Kennedy Order, in 1968, there were 2,305 bargaining units with a total membership of 1.4 million employees.

A number of unions represent federal workers, the largest being the American Federation of Government Employee

(AFGE). From 1962 to 1972, the AFGE grew from 84,000 members to 621,000. The Postal Workers and the Letter Carriers also experienced growth in that period.

For state and local public employees, the 1962 Kennedy Order also stimulated growth in unionization although the order did not apply to them directly. While union membership grew, this did not mean that all state or local governments recognized or bargained with unions.

Wide Variety in Laws

Some states, like New York and more recently Ohio, passed comprehensive bargaining laws. At the other extreme, in Texas, it is illegal for a public agency to sign a contract with a public employee union. In fact, Texas law forbids recognition of a union as a bargaining agent for any group of public employees except police and firefighters.

In one case, it took a national tragedy to convince local authorities to pass an ordinance governing public employee bargaining. The Reverend Martin Luther King Jr. was assassinated while in Memphis supporting striking sanitation workers who wanted to establish the right of their union (AFSCME) to negotiate wages and working conditions. There was no local machinery at the time for collective bargaining with public employees.

Those states with laws on the books each handle public employees differently. Pennsylvania allows public employees to strike, but New York's Taylor Law, which governs public sector bargaining, exacts a heavy toll if a union calls a walkout.

Many unions represent workers at the local level. Organizing at the local and municipal level has expanded considerably in recent years. The largest and one of the oldest of these unions is the American Federation of State, County and Municipal Employees (AFSCME) which was founded in 1932 in Wisconsin. Other unions include the American Federation of Teachers, the International Association of Fire Fighters, a number of police unions, the National Education Association, the Service Employees International Union, and many state employee associations.

To service public employee unions and assist in lobbying efforts, the AFL-CIO created a Public Employees Department in 1974.

Labor CALENDAR

February

February is Black History Month

1 National Freedom Day. Anniversary of President Abraham Lincoln's approval, in 1865, of the 13th Amendment to the U.S. Constitution, which abolished slavery.

4 Labor leader and Industrial Workers of the World cofounder William D. "Big Bill" Haywood was born in 1869.

5 In 1830, the first daily labor paper, the *New York Daily Sentinel*, began publication.

8 Mary Kenney O'Sullivan, factory inspector and labor leader, was born in 1864. She was appointed by American Federation of Labor President Samuel Gompers as the organization's first female general organizer.

12 United Mine Workers President and founder of the Congress of Industrial Organizations John L. Lewis was born in 1880. He played a leading role in organizing drives of the 1930s which established trade unions among unskilled mass production workers.

14 President Theodore Roosevelt signed a law creating the Department of Commerce and Labor in 1903. Ten years later, it was divided into two separate government departments.

15 Susan B. Anthony, female suffragist, women's rights advocate, and labor activist, was born in 1820.

25 In 1913, 25,000 immigrant textile workers went on strike against Paterson, New Jersey's silk factories in one of the most heroic struggles for justice in American labor history. Workers were forced by their employers to work 10 hours a day for as little as six dollars a week. Despite the workers' steadfast courage, mass arrests, lack of financial support, police harassment, and divisions between skilled and unskilled workers contributed to the strike's defeat.

Obituaries

OSCAR R. BRAGG JR.—retired member of **LOCAL 137.** Brother Bragg retired in 1984 after 36 years of service with CSX Transportation (former Louisville & Nashville). He was a Signal Tester Helper at the time of retirement.

THOMAS J. BYRNE—retired member of **LOCAL 76.** Brother Byrne retired in 1986 after 44 years of service with the New York Central, Penn Central, Conrail and Metro North Railroads. He was a Signal Maintainer at North White Plains, New York at the time of his retirement. Brother Byrne served the Brotherhood as a Local President.

FENTON M. COLLIER—retired member of **LOCAL 94.** Brother Collier retired in 1973 after 44 years of service with the Baltimore & Ohio Railroad. He was a Signal Inspector at Sidney, Ohio at the time of retirement. Brother Collier served the Brotherhood as a Local Chairman.

LESTER G. COLLINS—retired member of **LOCAL 166.** Brother Collins retired in 1975 after 30 years of service with the Norfolk & Western Railroad. He was a Signal Maintainer at Hobart, Indiana at the time of his retirement.

WILLIAM T. ERODY—active member of **LOCAL 57.** Brother Erody served 20 years with Consolidated Rail Corporation. He was a Signalman at Elizabeth, New Jersey at the time of his death.

RONALD L. GANSKE—active member of **LOCAL 97.** Brother Ganske served 30 years with the Elgin, Joliet & Eastern Railroad. He was a Signal Maintainer at Gary, Indiana at the time of his death.

MARSHALL B. GEER—retired member of **LOCAL 7.** Brother Geer served 42 years with the New York, New Haven & Hartford Railroad, Penn Central and Amtrak. He was a Signal Maintainer at New Haven, Connecticut at the time of his retirement.

GEORGE D. GIEBER—retired member of **LOCAL 229.** Brother Gieber retired in 1992 after 42 years of service with the Union Pacific Railroad Company. He was a Signal Foreman at Wendover, Utah at the time of his retirement.

F.L. GINN—retired member of **LOCAL 103.** Brother Ginn retired in 1987 after 43 years of service with the Burlington Northern Railroad Company. He was a Signal Foreman at Ottumwa, Iowa at the time of his retirement. Brother Ginn served the Brotherhood as a Local Chairman.

ERNEST L. GIVENS—retired member of **LOCAL 163.** Brother Givens retired in 1981 after 33 years of service with Illinois Central Gulf Railroad. He was a Signal Maintainer at Litchfield, Illinois at the time of his retirement.

RAY M. KORTE—retired member of **LOCAL 103.** Brother Korte retired in 1973 after 36 years of service with the Burlington Northern Railroad Company. He was a Signal Maintainer at Louisiana, Missouri at the time of his retirement. Brother Korte served the Brotherhood as a Local Chairman.

MILTON S. LAFONTAINE—retired member of **LOCAL 137.** Brother Lafontaine retired in 1983 after 41 years of service with CSX Transportation (former Louisville & Nashville). He was a Signal Maintainer at Bay St. Louis, Mississippi at the time of his retirement.

T.H. MAATSCH—retired member of **LOCAL 14.** Brother Maatsch retired in 1969 after 43 years of service with the Grand Trunk Western Railroad. He was a Signal Maintainer at Charlotte, Michigan at the time of his retirement. Brother Maatsch served the Brotherhood as a Local Chairman and General Chairman.

O.F. MARSH—retired member of **LOCAL 113.** Brother Marsh retired in 1980 after 39 years of service with the Norfolk & Western Railway. He was a Signalman at Northeast, Pennsylvania at the time of his retirement. Brother Marsh served the Brotherhood as a Recording/Financial Secretary and Trustee.

JACK R. McCRARY SR.—retired member of **LOCAL 185.** Brother McCrary retired in 1993 after 38 years of service with the Kansas City Southern Railway. He was a Signal Foreman at Shreveport, Louisiana at the time of his retirement. Brother McCrary served the Brotherhood as a Local Chairman and Chairman of the Board of Trustees on the Santa Fe-Kansas City Southern General Committee.

JOHN J. McGAHAN—retired member of **LOCAL 2.** Brother McGahan retired in 1972 after over 26 years of service with the Penn Central Railroad. He was a Signalman at Mingo Junction, Ohio at the time of his retirement.

RONALD S. MOLBACK—active member of **LOCAL 227.** Brother Molback served 20 years with the Soo Line Railroad. He was a Signal Maintainer at Winona, Minnesota at the time of his death.

JOSEPH A. MULLEN—retired member of **LOCAL 52.** Brother Mullen retired in 1974 after 32 years of service with the Pennsylvania Railroad. He was a Signal

Maintainer at Richmond, Indiana at the time of his retirement.

CHARLES W. NOLAN—retired member of **LOCAL 174.** Brother Nolan retired in 1965 after 47 years of service with the Chicago & Eastern Illinois Railroad. He was a Relay Shop Maintainer at Danville, Illinois at the time of his retirement. Brother Nolan served the Brotherhood as a Local Chairman.

CHARLES H. POFF—retired member of **LOCAL 77.** Brother Poff retired in 1977 after 38 years of service with the Norfolk & Western Railway. He was a Leading Signal Maintainer at Glasgow, Virginia at the time of his retirement.

RAYMOND J. SCHLEICHER—retired member of **LOCAL 39.** Brother Schleicher retired in 1981 after 41 years of service with the Chicago & North Western Transportation Company. He was a Lead Signal Maintainer at Mankato, Minnesota at the time of his retirement.

CLARENCE B. SNELL—retired member of **LOCAL 84.** Brother Snell retired in 1976 after 40 years of service with the Erie-Lackawana Railroad. He was an electrician and Signalman at Paterson, New Jersey at the time of his retirement. Brother Snell served the Brotherhood as a Trustee.

FRANK C. STAMSKI—retired member of **LOCAL 84.** Brother Stamski retired in 1977 after 40 years of service with the Lehigh & Hudson River Railroad and Conrail. He was a Signal Maintainer at Warwick, New York at the time of his retirement. Brother Stamski served the Brotherhood as a Local Chairman.

JOHN W. STANLEY JR.—retired member of **LOCAL 33.** Brother Stanley retired in 1980 after 42 years of service with the Atchison, Topeka & Santa Fe Railroad. He was a Signal Maintainer at Augusta, Kansas at the time of his retirement.

BILLY E. SWORD—retired member of **LOCAL 77.** Brother Sword retired in 1984 after 27 years of service with the Norfolk&Western Railway. He was a Signal Maintainer at Richlands, Virginia at the time of his retirement.

HAROLD F. TORREN—retired member of **LOCAL 5.** Brother Torren retired in 1981 after 35 years of service with Conrail. He was a Lead Maintainer at Middleboro, Massachusetts at the time of his retirement.

ROGER I. TRUNDLE—retired member of **LOCAL 21.** Brother Trundle retired in 1975 after 30 years of service with the Kansas City Terminal Railway. He was a Signalman at Kansas City, Missouri at the time of his retirement. Brother Trundle served the Brotherhood as a Recording/Financial Secretary.

GLENN O. WILLIAMS—retired member of **LOCAL 219.** Brother Williams retired in 1972 after 37 years of service with Chicago, Milwaukee, St. Paul & Pacific Railroad. He was a Signal Maintainer at Ottumwa, Iowa at the time of his retirement.

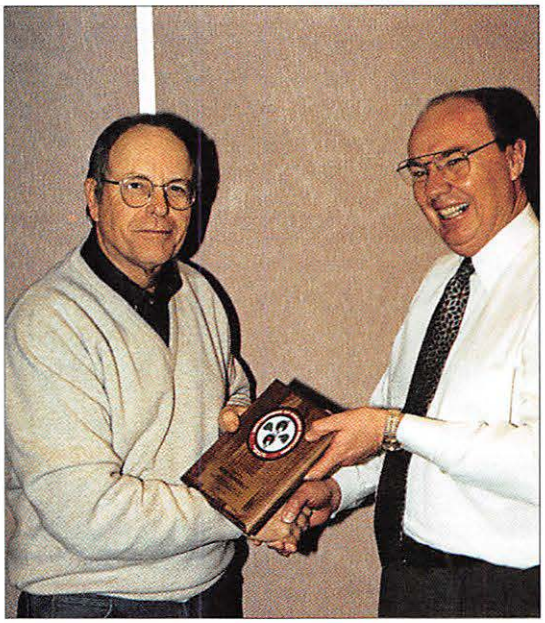
The above photograph shows Milton S. LaFontaine on the day he retired, May 30, 1983. Photograph provided by Peggy Averhart (LaFontaine).

Going out in Style: Local 143 member R.E. Brennan begins his final day on CSX in a tuxedo with tails. Brother Brennan originally hired on the B&OCT and retired on July 5, 1995 with 42 years of service.

Local 77 Meeting In Roanoke, Virginia

Members of Local 77 met in Roanoke, Virginia on January 13 for their regular Local meeting. BRS President Dan Pickett addressed the members about the status of national negotiations. Pickett also spoke about the battles being waged in Washington and he reminded the membership that keeping their jobs and their current level of benefits should be the number one concern when voting in the November election.

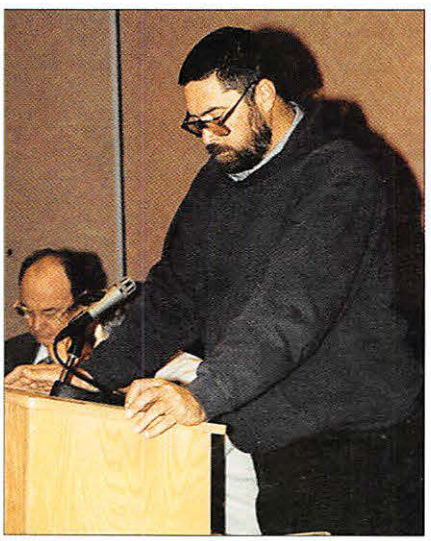
Local President John Donnelly announced that he would retire in two years and therefore was not seeking reelection for the Local President's position. President Pickett presented Brother Donnelly with a plaque and a BRS jacket in appreciation of his 16 years of service as Local 77's President. Brother Donnelly thanked the members for their support during his tenure in office.



(r-l) President Dan Pickett presents a congratulatory plaque to Local President John Donnelly.

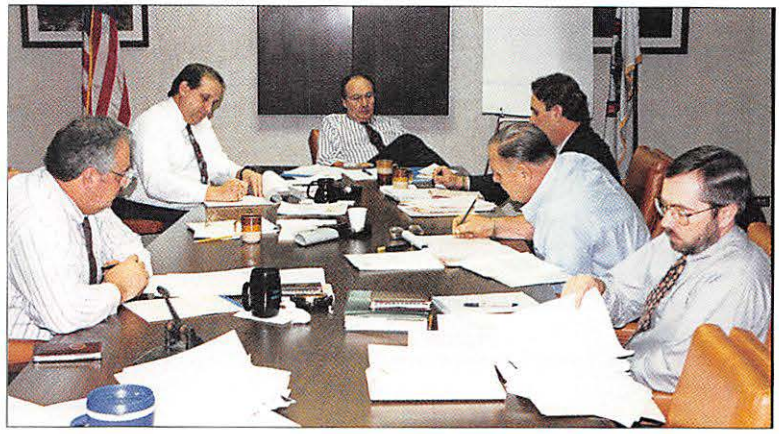
Local 77 members listen as General Chairman W.A. Barrows reports on issues currently being handled with the Norfolk Southern Railroad.

BRS President Dan Pickett addresses the member of Local 77.



Recording and Financial Secretary D.E. Hughett delivers his Financial Report to the members of Local 77.

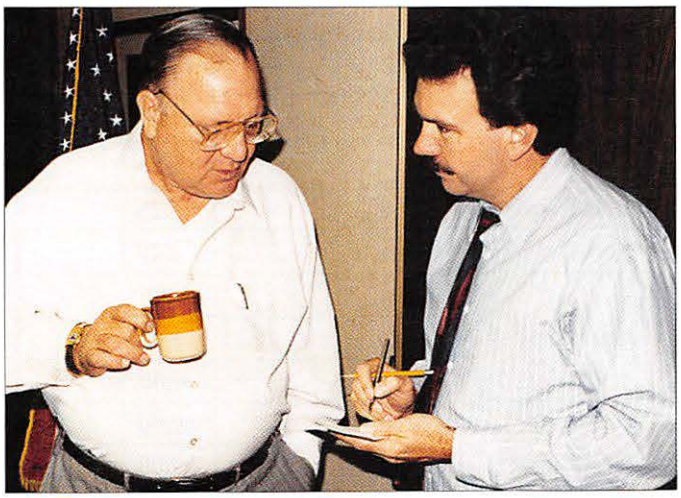
Grand Executive Council Meeting, Mt. Prospect, IL



(l-r) Vice President-NRAB, C.A. McGraw, Secretary-Treasurer, R.R. Foley, President W.D. Pickett, Vice President-Southeast, F.E. Mason, Vice President-Northeast, W.A. Radziewicz, and Vice President-Grand Lodge, J.P. Finn.

(r) Secretary-Treasurer R.R. Foley looks on as President Dan Pickett presents trustee C. R. Vaught with a Signalmen's Political League watch for his $50.00 monthly contribution to the SPL.

(r-l) President Dan Pickett welcomes Vice President-West, Val Van Artsdalen, to the Grand Executive Council Meeting.



(l-r) Vice President-Northeast, W.A. Radziewicz, gives instructions to National Legislative Representative D.M. Boston.

(l-r) Trustees G.E. Jones and W.A. Saar Jr. present their report to the Grand Executive Council.

CLOTH EMBLEM of BRS logo has white letters with red and black border, steam and diesel locomotives and green-over-red searchlight signal. Ideal for hats and jackets!

COASTERS are 3-inch diameter plastic with full-color BRS logo.

BRS MASTER NATIONAL AGREEMENT BOOK contains the basic provisions of national agreements negotiated with U.S. railroads and the BRS. The loose-leaf binder with 2-inch rings makes it easy to update or add additional materials, such as local agreements.

RS&I—HOURS OF SERVICE MANUAL contains vital information that every signalman should know about the federal regulations governing the Rules Standards and Instructions of Signal and Train Control Systems. The Hours of Service Act is included with an explanation and interpretation of the Act as prepared by the FRA. This manual is printed and distributed by the BRS for BRS members.

SIGNAL TRAINING COURSE as developed by Canadian National Ry., is used in signal training programs by many U.S. railroads. This modern premier training manual contains 4 volumes and 31 sections in one 3-inch binder. (copyrighted)

HISTORY OF THE BRS, *"THE FIRST 75"* as written by the late A. E. Lyon, who was BRS president 1934-1945. Contains the Brotherhood's history from its formation in 1901 through 1976. BRS members will enjoy reading about their Brotherhood's history and development.

NEW! BELT BUCKLE made of solid brass with BRS logo.

NEW! KEY TAGS made of solid brass with BRS logo and bound leather backing.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in two diameter sizes - 2" & 4". The 2" decals have a **reflective** image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a **non-reflective** image of the BRS searchlight signal and are the perfect size for windows and bumpers. These pressure-sensitive decals are long-lasting and easy to apply.

GOLF CAPS have the BRS cloth colorlight emblem stitched to the front. Made of medium-weight cotton, they have an adjustable head band and come in three attractive colors.

GOLF SHIRTS are made of a cotton/polyester blend and have the BRS colorlight logo embroidered in red and green. These comfortable shirts have a right hand breast pocket and are available only in white and in men's sizes.

WINDBREAKERS made of light-weight red nylon, have the cloth BRS colorlight emblem, two slash pockets, elastic wrist band and a bottom drawstring.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with a nylon lining, elastic wrist and waist bands. Embroidered four-color BRS emblem. Available in light grey only.

Minimum order accepted is $15.00 (U.S. Funds)

Make check or money order payable to:
Brotherhood of Railroad Signalmen

Mail payment and order to:
Brotherhood of Railroad Signalmen
Box U
Mount Prospect, IL 60056-9048

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____

STATE / ZIP _____

The
Signalman's Store
ORDER FORM

Please send me the following:

Item		Quantity Ordered	Price Each	Total $
Cloth Emblems			$ 1.50	
Coasters			.35	
BRS Master National Agreement (loose-leaf binder)			10.00	
RS&I—Hours of Service Manual			2.50	
Signal Training Course CN Edition — 4 volumes with binder			50.00	
History of the BRS *"The First 75"*			10.00	
Belt Buckle			12.00	
Key Tags			7.00	
Lapel Pin / Tie Tack			4.50	
Ref. Decals	2-inch		.25	
Non-Ref.Decals	4-inch		.20	
Golf Caps	Black		6.00	
	Red		6.00	
	Grey		6.00	
Golf Shirts	Med.		19.00	
	Large		19.00	
	X-Lg.		19.00	
Wind-breakers	Small		20.00	
	Med.		20.00	
	Large		20.00	
	X-Lg.		20.00	
Sports Style Jackets	Med.		45.00	
	Large		45.00	
	X-Lg.		45.00	
	XX-Lg.		45.00	
TOTAL AMOUNT ENCLOSED				

FELA Directory - BRS Counsel

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. D. Pickett, President, Brotherhood of Railroad Signalmen, Box U, Mount Prospect, IL 60056-9048.

***Bold** print denotes additions or changes since the last issue of the Journal.*

ALABAMA
Clarence M. Small, Jr.
1700 Financial Center
505 N. 20th St.
Birmingham, AL 35203-2607
Tel. (205) 328-8141
800-821-2994 (AL), 800-223-6159

CALIFORNIA
James F. Gilwee
700 E Street
Sacramento, CA 95814-1209
Tel. (916) 441-2980
800-345-2889 (CA), 800-445-2889

Jay A. Kaplan
5909 W. 3rd St.
Los Angeles, CA 90036
Tel. (213) 930-2744, 800-552-7526

Frederick L. Nelson
414 - 13th St.
Oakland, CA 94612-2603
Tel. (510) 451-6732
800-448-7575 (CA), 800-447-7500

COLORADO
John J. Rossi
12203 East 2nd Ave.
Denver, CO 80011-8399
Tel. (303) 366-3501
800-421-6859 (CO), 800-325-4014

ILLINOIS
Frank W. Petro
310 S. Michigan Ave., Suite 1310
Chicago, IL 60604
Tel. (312) 362-9596, 800-472-5729

MASSACHUSETTS
Robert T. Naumes
60 State St.
Boston, MA 02109
Tel. (617) 227-8444, 800-431-4600

MINNESOTA
Robert N. Stone
1650 International Centre
900 Second Ave. South
Minneapolis, MN 55402
Tel. (612) 339-4511, 800-328-4340

MISSOURI
Daniel Sawyer
106 West 14th St., 25th Floor
Kansas City, MO 64105-1992
Tel. (816) 221-5666, 800-821-5257

Drew C. Baebler
Suite 520
900 Walnut Street
St. Louis, MO 63102
Tel. (314)-241-7700, 800-682-4529

NEW MEXICO
Jay Thomas Youngdahl
2929 Coors Blvd., N.W., Suite 201
Albuquerque, NM 87120
Tel. (505) 836-7446, 800-256-8072

NEW YORK
Ira M. Maurer
11 Martine Avenue
White Plains, NY 10606
Tel. (914) 948-3131 Fax (914) 948-FELA

Michael Flynn
1205 Franklin Avenue
Garden City, NY 11530
Tel (516) 877-1234
Fax (516) 877-1177

OHIO
James B. Blumenstiel
261 W. Johnstown Rd.
Columbus, OH 43230
Tel. (614) 475-9511
800-346-5728 (OH)
800-346-5729

OHIO (Cont.)

Harold S. Stern
1400 Renaissance Center
1350 Euclid Avenue
Cleveland, OH 44115
Tel. (216) 781-1700, 800-321-1700

OREGON
Monte Bricker
1300 American Bank Building
621 S.W. Morrison St.
Portland, OR 97205-3816
Tel. (503) 226-1151, 800-547-8811

PENNSYLVANIA
Joseph A. Coffey, Jr.
Two Bala Plaza, Suite 718
Bala Cynwyd, PA 19004
Tel. (610) 668-9800
800-336-2500 (PA), 800-334-2500

Michael Y. Kleeman
The Carlton House, Suite 350
1819 John F. Kennedy Blvd.
Philadelphia, PA 19103
Tel. (215) 963-0187, 800-221-5697

Paul Moses
1311 Frick Building
Pittsburgh, PA 15219
Tel. (412) 471-3740

TEXAS
Weldon Granger
10000 Memorial Dr., Suite 888
Houston, TX 77024
Tel. (713) 668-0230
800-392-0620 (TX), 800-231-3359

UTAH
Brent O. Hatch
10 West Broadway, Suite 400
Salt Lake City, UT 84101
Tel. (801)-363-6363, 800-574-6310

VIRGINIA
Willard Moody, Sr.
Commerce Bank Building, Suite 300
500 Crawford Street
P.O. Box 1138
Portsmouth, VA 23705
Tel. (804) 393-4093, 800-368-1033

Eddie W. Wilson
1294 Diamond Springs
P. O. Box 5369
Virginia Beach, VA 23455
Tel. (804)460-7776
800-752-0042

WASHINGTON, D.C.
Larry Mann
400 North Capitol St. N.W., Suite 851
Washington, DC 20001
Tel. (202) 298-9191
800-747-6266

BRS BENEFITS DIRECTORY

Where to file claims for all MetraHealth Insurance policies except Plan D:

	Residents of:	
MetraHealth P.O. Box 2511 Augusta, GA 30903- 2511 1-800-842-5252	Connecticut Delaware Dist. of Columbia Florida Georgia Maine Maryland Massachusetts New Hampshire New Jersey	New York North Carolina Pennsylvania Puerto Rico Rhode Island South Carolina Vermont Virginia West Virginia
MetraHealth P.O. Box 1200 Lansing, IL 60438- 0965 1-800-842-5252	Illinois Indiana Iowa Kentucky Michigan Minnesota	North Dakota Ohio South Dakota Tennessee Wisconsin
MetraHealth P.O. Box 30985 Salt Lake City, UT 84130-0985 1-800-842-5252	Alaska Arizona California Hawaii Idaho Montana	Nevada Oregon Utah Washington Wyoming
MetraHealth P.O. Box 660145 Dallas, TX 75266- 0145 1-800-842-5252	Alabama Arkansas Colorado Kansas Louisiana Mississippi	Missouri Nebraska New Mexico Oklahoma Texas

Where to file claims for MetraHealth Plan D (Under Policy GA-23111):

	Residents of:	
MetraHealth P.O. Box 10066 Augusta, GA 30903- 2511 1-800-833-4455	Alabama Connecticut Delaware Dist. of Col. Florida Georgia Illinois Indiana Kentucky Maine Maryland Massachusetts Michigan Mississippi	New Hampshire New Jersey New York North Carolina Ohio Pennsylvania Puerto Rico Rhode Island South Carolina Tennessee Vermont Virginia West Virginia
MetraHealth P.O. Box 30050 Salt Lake City, UT 84130 1-800-833-4455	Alaska Arizona Arkansas California Colorado Hawaii Idaho Iowa Kansas Louisiana Minnesota Missouri Montana	Nebraska Nevada New Mexico North Dakota Oklahoma Oregon South Dakota Texas Utah Washington Wisconsin Wyoming

MetraHealth Policy GA-23000 Patient Advocate Program:
1-800-842-4555
MetraHealth Silent Witness Program
To report suspected billing fraud:
1-800-666-FRAUD

Aetna Managed Care Membership Services
P.O. Box 7064
Dover, DE
19903-1512
1-800-842-4044

Mental Health and Substance Abuse Benefits

For treatment, claims or inquiries call:

Value Behavioral Health
(VBH)
800-934-7245
(800-934-RAIL)

Supplemental Sickness Benefits under Group Policy No. R-5000

Where to file claims:

Provident Insurance Co.
Group Claims - Franchise Division
P.O. Box 182526
Chattanooga, TN 37402
1-800-542-4231
Fax: (615) 499-3429

Dental Benefits under Group Policy No. GP-12000

Where to file claims:

Aetna Life Insurance Company
P.O. Box 120
Grand Rapids, MI 49501-0120
(616) 942-6400

Prescription Drug Benefit

$2.00 co-payment for generic, $6.00 co-payment for brand name prescriptions up to 30 days at more than 30,000 participating pharmacies. $5.00 co-payment for mail order prescriptions up to 90 days. Available to members covered under Travelers plans GA-23000, GA-23111 Plan D, and GA-46000.

National Rx
1-800-842-0070

BROTHERHOOD OF RAILROAD SIGNALMEN
FOUNDED 1901 AFL-CIO

BRS UNION PRIVILEGE PROGRAMS

You get these money-saving benefits because you belong to the BRS

And they're provided by the Brotherhood, not your employer, as another benefit of union membership. These benefits can help you and your family save money on the products and services you use at home.

This package of benefits has special features designed just for BRS members. There is nothing else like it anywhere in the country.

MASTERCARD®

A union credit card with low interest rate, no annual fee. You can apply for the Union MasterCard, which has a low variable rate, no hidden fees and a unique union design. This card is ideal if you don't pay off your bill each month.

- One of the nation's lowest interest rates
- No annual fee
- No fees for ATM use, cash advances, checks
- Save about $80 a year versus other cards

SECURED CARD

A special MasterCard available to help establish or re-establish credit. The Secured MasterCard can help you if you have been turned down for the Union MasterCard, or if you need to establish or repair your credit.

- No application fees
- Low annual fee
- This card helps you build or repair your credit record
- "Graduation" to standard MasterCard after 24 months of on-time payments

MORTGAGE AND REAL ESTATE PROGRAM

Buying, selling, refinancing made easier, more affordable. This program can help you, your children and your parents take care of the complete mortgage and real estate process. And you'll get assistance from expert mortgage counselors.

- Special help available for qualified first-time home buyers
- Discount on Century 21® Real Estate sales commissions
- Extra savings if you both buy and sell a home through the program
- Special assistance if you are out of work because of a prolonged strike, layoff or disability
- Convenience of applying by phone

LOAN PROGRAM

Lower-rate, longer-term loans. This benefit allows you to apply for a low-interest, unsecured personal loan for unexpected expenses or to pay off other bills. The program is ideal if you want to avoid paying high rates on finance-company loans.

- Personal loans from $2,500 to $15,000 with repayment terms of up to seven years
- Lower rates and longer terms mean lower monthly payments
- Convenience of applying for a loan from home

LEGAL SERVICE

Free and discounted legal assistance. This service allows you to consult an attorney on personal legal matters or to prevent a legal problem. Union-approved lawyers at over 1,000 law offices nationwide are available.

- No enrollment fee
- Free 30-minute consultation — in person or over the phone
- Free follow-up letter or phone call
- 30% discount on additional services

UNION DRIVER & TRAVELER

Special motor-club, car-repair and travel-club benefits. Compare Union Driver & Traveler to your local American Automobile Association (AAA) — chances are your union's program offers you more for your money.

- One low annual membership fee covers you, your spouse and your children living at home
- Emergency towing and roadside assistance
- Auto repair and maintenance discounts
- 5% rebate on commissionable air and train travel purchased through the program

UNION FAMILY $AVERS

Save on everyday consumer products and services. This family of discounts help you save on everything from hearing health care to car rentals and more!

HERTZ
Big savings on daily, leisure, weekly and weekend car rental rates.

UNION MEMBER FLOWER SERVICE
Savings on long-distance flower delivery. Order directly from a local florist, eliminate service fees and get more for your money.

PRESCRIPTIONS BY MAIL
Discount mail-service pharmacy for your entire family, including relatives.

NATIONAL EAR CARE PLAN
Savings on hearing tests and hearing aids at some 2,000 hearing-care professionals. Low $10 annual family fee to join.

PARENT'S COLLEGE ADVISOR
A guide for parents that provides advice on choosing the right college and financing package. Just $4.95.

UNION YES CHECKS
Union-printed personalized checks and return address labels featuring Union Yes and individual union logos. Just $9.95 plus shipping for 200 checks.

WALT DISNEY WORLD HOTEL DISCOUNT
Special union-members-only rate at Hotel Royal Plaza, near Orlando, FL. Free transportation to all Disney theme parks.

UNION MEMBER DENTAL PROGRAM
Save an average of 30% on visits to the dentist. Oral exams and bitewing x-rays at no charge. Low $29.95 annual fee covers the entire family.
(Program not available for residents of AK, ME, NH, WA, MS, ND, VT, WY, UT.)
Call: 1-800-257-8352

Another Benefit of Union Membership

BRS-REG5-1295

FOR MORE INFORMATION: **1-800-452-9425**

Send a union message with every letter you mail.

Show your union spirit by using Union Yes self stick return address labels.

For $6.95 (plus $1.95 shipping and handling) you'll receive 240 address labels that you can personalize with up to four lines of 24 letters and spaces per line, available in block or script-style print.

Just send your check or money order and the information you want printed to Union Yes Labels, P.O. Box 160, Lowell, MI 49331-0160. Allow three weeks for delivery. Michigan residents must add four percent sales tax.

Send a union message with your personal checks.

Stop buying non-union checks. You don't have to change accounts, banks or anything else to get these new union-printed personal bank checks that bear your union's logo and the words UnionYes.

The end-tear checks are available in single and duplicate styles, in regular or calligraphy print, and include a checkbook cover, check register, and single deposit tickets. Just send a voided check or reorder form and deposit slip from your present checks along with a check or money order payable to Union Checks, P.O. Box 49, Grand Haven, MI 49417-0049.

Single checks cost $9.95 for 200, $19.90 for 400, and $39.80 for 800. Duplicate checks sell in the same quantities for $12.90, $25.80, and $51.60. Calligraphy is available for an additional $2, a custom embossed UnionYes checkbook cover can be purchased for $2, priority mail is available for $3, and shipping and handling charges are $1.25 for each 200 checks ordered. Michigan residents must add six percent sales tax.

If Signs Could Talk, Here's What Ours Would Say:

"There's not always a crossing gate. A lot of times, there aren't even flashing lights. But whenever you see me, there's a very good chance that there will be a train. So you should act like I'm a YIELD sign. And when you see me at a highway-rail crossing, slow down, look and listen. If you do see or hear a train, then stop. And remember, at most of the highway-rail crossings in America, I am the only warning you have."

always expect a train

US Department of Transportation

OPERATION LIFESAVER
1-800-537-6224